

Banu Özkazanç-Pan, Ph.D.
Curriculum Vitae

- Associate Professor of the Practice, School of Engineering, Brown University
- Academic Director, IE Brown EMBA (Ranked [3rd Globally](#) by The Economist, 2020), School of Professional Studies, Brown University
- Founder and Director, [Venture Capital Inclusion Lab](#), The Jonathan M. Nelson Center for Entrepreneurship, Brown University
- Steering Committee Member, [Center for Middle Eastern Studies](#), Brown University
- Member of [2021 CNBC Disruptor 50 Advisory Council](#)
- Featured on [#thinklist30](#), list of influential female scholars on social media around issues of responsible business.
- Co-Editor in Chief, [Gender, Work & Organization](#)

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Academic and Personal Websites:

<https://vivo.brown.edu/display/bozkazan>
www.banupan.com

ACADEMIC APPOINTMENTS/EMPLOYMENT

Brown University, Providence, RI:

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

2018/2019-Visiting Scholar, Pembroke Center for Teaching and Research on Women

August 2018-May 2019 Visiting Associate Professor of Sociology and The School of Professional Studies

December 2017-May 2018 Visiting Associate Professor of Engineering, School of Engineering

August 2017-December 2017, May 2018-December 2018 Visiting Associate Professor of Sociology, School of Liberal Arts

University of Massachusetts, Boston, MA:

May 2017-May 2019, Faculty Lead for Early Educator Innovation Lab and Accelerator

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

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

RESEARCH INTERESTS

- Diversity and inclusion in entrepreneurial ecosystems
- Future of Work and its impact on different people, organizations and societies
- Intersections of culture, postcoloniality and transnationalism as they relate to changing nature of work and societies

PUBLICATIONS

Refereed Journal Articles

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*, forthcoming in 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. (2019). Diversity and Future of Work: Inequalities abound or opportunities for all? *Management Decision*, DOI: [10.1108/MD-02-2019-0244](https://doi.org/10.1108/MD-02-2019-0244)
16. 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.
15. Özkazanç-Pan, B. (2018). On agency and empowerment in a #MeToo world. *Gender, Work & Organization*. DOI: 10.1111/gwao.12311, <https://rdcu.be/baQBM>
14. Özkazanç-Pan, B. (2018). CSR as gendered neocoloniality in the Global South. *Journal of Business Ethics*. DOI: 10.1007/s10551-018-3798-1, <http://rdcu.be/FOFP>
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.

Book Chapters

12. Özkazanç-Pan, B. (forthcoming). “Postcoloniality, Men and Masculinities”, in J. Hearn, D. Collinson, A. Thym and K. Aavik (Eds.), *The Routledge Handbook on Men, Masculinities and Organisations: Theories, Practices and Futures of Organising*. Routledge.
11. Özkazanç-Pan, B. (forthcoming). “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

Özkazanç-Pan, B. (Forthcoming 2022). ***Entrepreneurial Ecosystems: A Transnational Approach***. Cambridge University Press.

Özkazanç-Pan, B. and Clark Muntean, S. (2021). [*Entrepreneurial Ecosystems: A Gender Perspective*](#). Cambridge University Press.

Özkazanç-Pan, B., Dutta, D., Gupta, V., Guo, G., Javidan, G., and Osorio, A. (Eds). (Forthcoming 2021). *Future Directions in Entrepreneurship Research: Defining the Future of the Field*. Palgrave-MacMillan.

Özkazanç-Pan, B. (2019). [*Transnational Migration and the New Subjects of Work: Transmigrants, Hybrids and Cosmopolitans*](#). Bristol University Press/University of Chicago Press.

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](https://doi.org/10.1007/978-3-319-73528-3_12) Palgrave Macmillan.

Editorials/Commentary

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.

Özkazanç-Pan, B., & Pullen, A. (2020). Gendered labour and work, even in pandemic times. *Gender, Work, and Organization*, DOI: 10.1111/gwao.12516

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

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.

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.

Reports and Blogs

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](#).

Contributed expertise to 2021 [gender dimensions of business and human rights](#) via the Danish Institute for Human Rights

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)

Özkazanç-Pan, B. (2018). [Women in tech suffer because of American myth of meritocracy](#). *The Conversation*. April 24, 2018. 34k+ reads. Chosen as one of [top three reads](#) on #MeToo and used to discuss the [Activision Blizzard harassment](#) issue

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>

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>

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.

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

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

Interview with Prof. Kate Cooney on Black-owned businesses, inclusion and entrepreneurial ecosystems as part of the Yale CityScope series, May 7, 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

Invited Speaking and Other Engagements

Inviter speaker for Old Dominion University/Kauffman Foundation conference on Transitional Entrepreneurship, June 17-18, 2022

Inviter speaker for Harvard Business School Gender & Work Symposium, May 6-7, 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

[Inclusion and Investment Series](#) moderator and speaker, 2020-2021

Invited speaker, [A New Angle](#) Podcast with Justin Angle, August 19, 2020

Invited speaker, Difficult conversations in a digital world: Amplifying the voices of responsible business scholars, August 5, 2020, Center for Responsible Business, Bath University

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 speaker on diversity, inclusion and technology at Sensata Technologies, Somerville, MA, May 14, 2020 (postponed to later date)

Member of [2020 CNBC Disruptor 50 Advisory Council](#), help pick the most disruptive company for 2020

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

Invited speaker at 6th [Annual Women-Owned Business Day](#) in State of CT, April 30, 2019

Invited speaker on diversity in entrepreneurship, The Tech Collective, Providence, RI, April 25, 2019

Expert speaker on gender and leadership, Girls Leadership Collaborative, Providence, RI April 24-25, 2019

Invited speaker on post Ph.D. success, Isenberg School of Management, Amherst, MA, April 5, 2019

Invited speaker on entrepreneurship, YSAELI, Brown University, September 9, 2019

Invited speaker on entrepreneurship, YSAELI, Brown University, March 25, 2019

Invited speaker on entrepreneurship, YSAELI, Brown University, October 9, 2018

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

Inaugural speaker for Closing the Wealth Gap in Boston series, Roxbury Innovation Center, Roxbury, MA May 30, 2018

Presentation to the board at Social Enterprise Greenhouse on the value and importance of diversity and inclusion for social enterprise and economic development, April 23, 2018

Presentation on *Gender, VC decision-making and networks* to kick-off FEAST Series on Entrepreneurship, Brown University, Providence, RI,
<https://entrepreneurship.brown.edu/event/feast-december-4-2017/> December 4, 2017

Discussant for launch of new accelerator and innovation lab in the Institute for Early Care and Education Leadership and Innovation, Early Educator Leadership Conference, UMass Boston, May 13, 2017

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

Inaugural speaker for discussion series at the Dorchester Bay Economic Development Corporation, [*From Finding Jobs to Creating Jobs: Community and Economic Development for Boston's Future*](#), Roxbury Innovation Center, Boston, MA, December 8, 2016

Judge for assessing applicants at creative economy/tech accelerator, Epicenter Community/Accelerate Boston, Boston, MA, December 2016

Policy expert on women's entrepreneurship initiatives, Kauffman Foundation Annual Mayor's Conference, St. Petersburg, FL, November 30-December 2, 2016

Judge for *Fueling the Growth with UBERPitchCompetition*, Stamford Innovation Center, Stamford, CT, November 16, 2016

EforAll Annual Summit, [panel facilitator on inclusive entrepreneurship](#), UTEC Lowell, MA, November 3, 2016

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

Panelist for HUBWeek, [Driving Startup Growth: Building an Innovation Ecosystem](#), Cambridge Innovation Center (CIC) Boston, Cambridge, MA, September 27, 2016

Invited discussant on RFP design lab to reach more women and minority entrepreneurs, The Ewing Marion Kauffman Foundation, Kansas City, MO, May, 2016

MassChallenge Innovation Roundtable, invited expert and participant, Roxbury Innovation Center, Dorchester, MA, April 1, 2016

Discussant on research findings, [Innovating the Innovation Community—Best Practices for Inclusion](#), Venture Café, St. Louis, MO, November 5, 2015

Speaker on women's entrepreneurship and economic development for the Pakistani Delegation in conjunction with U.S. State Department, Entrepreneurship Center and College of Management, University of Massachusetts, Boston, August 25, 2015.

GRANTS

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**

Canadian Social Sciences and Humanities Research Council (SSHRC) Partnership Grant proposal for the Inclusive and Innovative Entrepreneurship Network (IIE-Net) with Cukier, W., 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

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

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

WORKS UNDER REVIEW OR IN PROGRESS

Haigh, N., Özkazanç-Pan, B., Arun, G. T., and Gillam, J. The good, the bad, the unbalanced: Criticism tension in hybrid organization scholarship. Submitted to *Entrepreneurship Theory & Practice*, September 2021, Manuscript ETP-2021-09-OA-0551

Özkazanç-Pan, B., Knowlton, K., and Clark Muntean, S. Institutional pressures and social action: A comparison of entrepreneur support organizations in St. Louis and Boston. Target journal: *Administrative Science Quarterly*

Knowlton, K., Özkazanç-Pan, B., and Clark Muntean, S. Identity formation in entrepreneurial ecosystems. Target journal: *Academy of Management Journal*

Özkazanç-Pan, B., Pecis, L., and Priola, C. Innovation policy for the 21st century: Entrepreneurial ecosystems for an inclusive economy. Target journal: *Strategic Management Journal*

PEER REVIEWED CONFERENCE PRESENTATIONS AND PARTICIPATION

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

Academy of Management Annual Conference, Vancouver, BC, August 7-11, 2020 (virtual)

Author and presenter for PDW: *Towards a Better Model for Advancing Research: Using Intersectionality as a Research Methodology*, Sponsored by Gender and Diversity in Organizations Division

Organizer for PDW: *Getting out of the Hotels*, Sponsored by the Critical Management Studies Division

Author and presenter at symposium: *The Social Dynamics of Social Identity Transitions*, Sponsored by the Organizational Behavior Division

European Group for Organization Studies (EGOS), Hamburg, Germany, July 3-5, 2020 (virtual)

Paper presentation on inclusion and innovation hubs with L. Pecis, C. Priola and A. Banerjee for sub-theme 24: Entrepreneurship in and around organizations

Meet the editors session for *Gender, Work & Organization* with A. Pullen and P. Lewis

Invited speaker/panelist, EGOS Women's Network Meeting

Gender, Work & Organization conference, Kent, UK June 24-26, 2020 (postponed to July 2021)

Stream organizer for critical entrepreneurship

Work Family Research Network (WFRN) Conference, NYC, June 24-27, 2020 (postponed)

Paper presentation on work-life among entrepreneurs with S. Gregory

Academy of Management Annual Conference, Boston, MA, August 9-13, 2019

Organizer for doctoral student and early career scholar, Critical Management Studies Division

Organizer and speaker for PDW: *Sexual Harassment*, Sponsored by Diversity and Inclusion Theme Committee, Critical Management Studies, Gender and Diversity in Organizations and Organization and Management Theory Divisions

Organizer for PDW: *Mind the Gap: Gender, Embodiment and Identity in Organizations*, Sponsored by Diversity and Inclusion Theme Committee, Gender and Diversity in Organizations, International Management, Social Issues in Management and Management Consulting Divisions

Author and Presenter at symposium: *An Interdisciplinary Path for Intersectional Research*, Sponsored by Organizational Behavior, Gender and Diversity in Organizations, and Organization and Management Theory Divisions

Organizer for Caucus: *Futures of CMS: Setting an Agenda for Action and Activism*

European Group for Organization Studies (EGOS), Edinburgh, Scotland, July 2-5, 2019

Meet the editors session for *Gender, Work & Organization* with A. Pullen and P. Lewis

Invited speaker/panelist, EGOS Women's Network Meeting

EURAM, Lisbon, Portugal, June 26-29, 2019

Author, *The Good, The Bad and The Unbalanced: Praise-Criticism Tension in Hybrid Organization Scholarship* with N. Haigh, T. G. Arun, J. Gillam and N. Gautam

International Critical Management Studies Conference, Milton Keynes, UK, June 27-29, 2019

Stream convener on Feminist Frontiers with A. Pullen, C. Karam, R. Weatherall, and P. Lewis

Stream convener on Sexual Harassment: Latest on Institutional Research and Action with A. Pullen, C. Karam, and J. Teixeira

Academy of Management Annual Conference, Chicago, IL August 9-14, 2018

Panelist for PDW: *Doing diversity research and being a diversity scholar*, Sponsored by the Critical Management Studies Division, Gender & Diversity in Organization Division and Diversity and Inclusion Themes Committee

Panelist for PDW: *Between rights and subalterns and the neoliberal politics of well-being*, Sponsored by Critical Management Studies and Social Issues in Management Divisions

Organizer for CMS Division *Get out the hotels* PDW session

Panelist for presenter symposium: *Improving lives? Responsible business and gender equality: 'Doing no harm' or 'doing good'?* Sponsored by Critical Management Studies and Social Issues in Management Divisions

Chair for paper session: *Diversity in organization from a critical perspective*, Sponsored by Critical Management Studies Division

Gender, Work & Organization Conference, Sydney, Australia, June 14-16, 2018

Stream convener with H. Liu and F. Alamgir, sub-theme: Intersections of gender and race in relation to work and organizations

Stream convener with K. Grosser, L. McCarthy, C. Karam and D. Kemp, sub-theme: Corporate responsibility, gender and feminist organizing in a neo-liberal age

LAEMOS Conference, Buenos Aires, Argentina, March 22-24, 2018

Stream convener with P. Donnelly, M. Imas, J. Manning and G. Seijo, Sub-theme 18: The Entrepreneurial Other: Exploring Marginality and Resilience in Neo-colonial, Post-truth Times

ESS Conference, Baltimore, MD, February 22-25, 2018

Paper presentation, *CSR as gendered neocoloniality in the Global South*, subtheme on gender, inequality and ideologies

DIANA Conference, co-sponsored with the Kauffman Foundation, Kansas City, MO, October 21-23, 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.*

Academy of Management Annual Conference, Atlanta, GA, August 4-8, 2017

Discussant for presenter symposium, *Working Women at the Margins: Analyzing the Gendered Subaltern Subject*, Sponsored by the Critical Management Studies and Gender and Diversity in Organization Divisions

Discussant for presenter symposium, *Theory and Research on Diversity and Inclusion at the Organizational Level of Analysis*, Sponsored by the Gender and Diversity and Human Resources Divisions

PDW Workshop organizer with CMS Division Executive Committee, *Borders and nations of scholarship: At the interface of political and intellectual questions*, All Academy Theme, co-sponsored by Critical Management Studies Division

PDW Workshop organizer with P. Donnelly, A. Osorio, S. Ruane, S. Feeney, and R. Burgos-Mirabal, *Getting out (of the hotels) and getting things done: At the interface with local community organizing in Atlanta*, Sponsored by the Critical Management Studies Division

Chair for paper session, *At the interface of the Global South and West*, Sponsored by the Critical Management Studies Division

European Group for Organization Studies (EGOS), Copenhagen, Denmark, July 6-8, 2017

Paper presentation for sub-theme 13: Paradigm diversity and the good organization, with K. Knowlton and S. Clark Muntean

Paper presentation for sub-theme 30: Inequality, institutions and organizations, with L. Pecis and C. Priola

Critical Management Studies, Bi-Annual Conference, Liverpool, UK, July 3-5, 2107

Stream convener with L. Pecis and C. Priola on Inclusive Innovation

Stream convener with A. Pullen, F. Alamgir, S. Vacchani, M. Fisher, and D. Jones on the Future of Feminisms and CMS

Stream convener with M. Imas, C. Essers, D. Tedmanson, P. Parkkari, and E. Houtbeckers on Critical Entrepreneurship Studies

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*. Best paper award for ethics and entrepreneurship

Academy of Management Annual Conference, Anaheim, CA, August 5-9, 2016

Discussant for professional development workshop, *Challenging Neo-liberal Feminism in Management Studies*, Sponsored by Critical Management Studies

Participant for caucus, *Classics in Entrepreneurship Research and Their Impact on Research Today*

European Group for Organization Studies (EGOS) Annual Conference, Naples, Italy, July 7-9, 2016

Paper presentation with N. Haigh and T. Arun, Paper Title: *The Good, the Bad, and the Unbalanced: Praise-criticism Tension in Hybrid Organization Scholarship*, presented in sub-theme 71: Hybrid Organizations, Tensions and Institutional Environments
Also presented at the Brown FEAST Summer Institute, West Greenwich, RI, 15-16 June 2016.

Academy of Management Annual Conference, Vancouver, BC, August 7-12, 2015

Discussant for showcase symposium, *The Privatisation of Global Governance and the Asymmetries of Power*; Sponsored by Critical Management Studies, International Management and Public and Non-Profit Management Divisions,

Panelist for pre-tenure productive faculty Gender and Diversity in Organizations Division
Doctoral Student Consortium

9th Annual Critical Management Studies Conference, Leicester, UK, July 8-10, 2015

Paper presentation with M. Still, Paper Title: *Corporate Contests as Tools of Change Resistance: The Case of Women's Inequality in the U.S.*

Management Faculty of Color Association Annual Conference, Bridgewater State University, Bridgewater, MA, June 11-13, 2015

Symposium presentation with A. Osorio, Symposium Title: Diversity and Inclusion in Entrepreneurial Ecosystems

DIANA Conference, Babson College, Babson Park, MA, June 8-9, 2015

Paper presentation with K. Watkins and S. Clark Muntean, Paper Title: Evaluating Gender Integration in a Start-Up Ecosystem: The Case of St. Louis

American Association of Geographers Annual Meeting, Chicago, IL, April 21-25, 2015

Presentation with K. K. Knowlton (Watkins), S. Clark Muntean, S., and Y. Motoyama, Title: Building start-up entrepreneurial ecosystems for inclusion and innovation: Drivers,

challenges, and solutions. In stream chaired by Motoyama, Y., Qian, H., and Mack, E.,
Geographic Perspectives on Entrepreneurship: Factors, Processes, and Disparities 2.

Academy of International Business-Northeast, Bryant College, Providence, RI November
14-15, 2014

Presentation with A. Osorio, Title: Challenges faced by emerging ventures in urban
spaces: A 21st-century reality

Academy of Management Annual Conference, Philadelphia, PA, August 1-5, 2014

Paper presentation with S. Muntean, Paper Title: *A Gender Integrative Theory of
Entrepreneurship*, Sponsored by Entrepreneurship Division.

Paper presentation with S. Muntean, Paper Title: *Social Networking and
Technology-focused Business Incubators: A Critical Gender Perspective*, Sponsored by
Gender and Diversity in Organizations Division.

Paper presentation with A. Osorio, Paper Title: *Defining The 'Urban' In Urban
Entrepreneurship: Implications For Economic Development Policy*, Sponsored by
Entrepreneurship Division.

Professional Development Workshop organizer and chair with A. Osorio, *Doctoral
Student and New Faculty Consortium: Developing Critical Scholars and Scholarship*,
Sponsored by Critical Management Studies Division

Presenter at professional development workshop, *Questions of Inequality: Gender,
Race, Class. Intersectionality and Beyond*, Gender and Diversity in Organizations
Division

Presenter on professional development workshop, *Using the Power of Spiritual and
Religious Words to Create a Sustainable and Responsible World*, Management
Spirituality and Religion Division

Member, Student Transnational Research Award Committee, Gender and Diversity in
Organizations Division

Gender, Work and Organization Conference, Keele University, UK, June 24-26, 2014

Paper presentation with S. C. Muntean, Paper Title: *Corporate Responsibility and
Gendered Organizations*

Work and Family Researchers Network Conference, New York, NY, June 18-21, 2014

Paper presentation with S. C. Muntean and M. Still, Paper Title: *Work-Life Programs as a Case of Gendered Economic Inequality*

DIANA International Research Conference, Stockholm, Sweden, June 15-18, 2014

Paper presentation with S. C. Muntean, Paper Title: *Business Incubators, Accelerators and the Gender Gap in Entrepreneurial Outcomes*

Paper presentation with S. C. Muntean, Paper Title: *Women and Social Entrepreneurship: Intersecting Pathways to Inclusive Social and Economic Development*

Paper presentation with S. C. Muntean, Paper Title: *Embracing Diana: A Call to Value and Include the Feminine in Mainstream Entrepreneurship Theory and Practice*

USASBE(United States Association for Small Business and Entrepreneurship) Annual Conference, Forth Worth, TX, January 10-14, 2014

Paper presentation with S.C. Muntean, Paper Title: *Social Networking and Technology-Focused Business Incubators: A Critical Gender Perspective*

Academy of Management Annual Conference, Orlando, FL, August 9-13, 2013

Panel symposium organizer and chair with A. Osorio, *Examining Urban Entrepreneurship: Forms and Varieties under Capitalist and Transition Economies*, Sponsored by Social Issues in Management, Entrepreneurship, Critical Management Studies, and All-Academy Theme Divisions

Presenter at panel symposium, *Examining Urban Entrepreneurship: Forms and Varieties under Capitalist and Transition Economies*, Sponsored by Social Issues in Management, Entrepreneurship, Critical Management Studies, and All Academy Theme Divisions, topic: Gender, migration, and urban entrepreneurship

Professional development workshop organizer and chair with A. Osorio, *Understanding Urban Entrepreneurship: Defining Concepts and Empirics*, Sponsored by Entrepreneurship Division

Presenter at paper session with P. F. Donnelly, *Decolonizing Knowledge: Postcolonial Critiques of Capitalism*, Sponsored by Critical Management Studies, Paper title: *Postcolonial Perspectives on 'Knowledge Transfer'*

Invited discussant for paper session, Decolonizing Knowledge: Postcolonial Critiques of Capitalism, Sponsored by Critical Management Studies

Participant at panel symposium, Unlocking Postcolonial Perspectives in International Business and Management, Sponsored by International Management and Critical Management Studies Divisions, topic: Gendered postcolonial subject

Eastern Academy of Management-International Conference: Managing in a Global Economy XV, Collaboration, Learning, and Discovery, Seville, Spain, June 23-27, 2013

Presenter at paper session with P. F. Donnelly, Sponsored by Strategy/International Division, Critical Perspectives, Paper title: *Postcolonial Perspectives on 'Knowledge Transfer'*

Institutions and Inequality, 3rd Annual Conference, Vancouver, BC, June 6-8, 2013

Presenter and Discussant, Paper title: Institutionalized income inequality: *The case of work-life balance programs* with S. C. Muntean and M. Still

Academy of Management Annual Conference, Boston, TX, August 3-7, 2012

Facilitator for *Complicating Identity and Context: Global and Cross-Cultural Perspectives on Women Leaders: Contextualizing Women Leaders*, Sponsored by Gender and Diversity in Organizations and International Management Divisions

Panel symposium organizer and chair with A. Osorio, *Urban Entrepreneurship and Socioeconomic Development Policy in Formal and Informal Economies: Urban Entrepreneurship/Policy*, Sponsored by All-Academy Theme

Presenter at panel symposium, *Urban Entrepreneurship and Socioeconomic Development Policy in Formal and Informal Economies: Urban Entrepreneurship/Policy*, Sponsored by All-Academy Theme, topic: Immigrant communities and entrepreneurship in urban contexts

Presenter at division roundtable paper session, Entrepreneurship, Sponsored by Gender and Diversity in Organizations Division. Paper title: *A postcolonial feminist analysis of high-technology entrepreneurship*

Panel symposium organizer and chair with P. F. Donnelly, *Reflexivity and Crafting Research Narratives: Challenges, Suggestions, and Implications*, Sponsored by Critical Management Studies and Research Methods Divisions

Member, International Theme Committee, Gender and Diversity in Organizations Division

Member, Student Transnational Research Award Committee, Gender and Diversity in Organizations Division

Academy of Management Annual Conference, San Antonio, TX, August 11-16, 2011
Panel symposium organizer with A. Osorio, *Critical Perspectives on Entrepreneurship and Urban Development*, Sponsored by the Entrepreneurship Division

European Group for Organization Studies (EGOS) Annual Conference, Gothenburg, Sweden, July 7-9, 2011, Co-sponsor with P. F. Donnelly and Y. Gabriel, Track on *Assembling tales from the field*

Academy of Management Annual Conference, Anaheim, CA, August 8-13, 2008
Discussant/ author participant as part of *Academy of Management Review* Special Topic Forum on International Management: Critique and New Directions. All Academy Symposium.

Academy of Management Annual Conference, Philadelphia, PA, August 3-8, 2007
Chosen to attend International Management Division doctoral student consortium

3rd Annual West Coast Research Symposium on Technology Entrepreneurship, Center for Technology Entrepreneurship, University of Washington, Seattle, September 8-10, 2005
Chosen to attend doctoral student consortium and research symposium focusing on the nexus between technology and entrepreneurship. Sponsored by The Center for Technology Entrepreneurship, University of Washington, and the Stanford Technology Ventures Program, Stanford University

Academy of Management Annual Conference, Honolulu, HI, August 5-10, 2005
Chosen to attend Organizational Behavior Division doctoral student consortium

Academy of Management Annual Conference, New Orleans, LA, August 6-11, 2004
Paper presenter at the Gender and Diversity in Organizations Division. Paper title: *Gendering the "Turk" in the Management Literature from Postcolonial Perspectives*

PROFESSIONAL ACTIVITIES

Invited Academic Presentations

Invited speaker on agency and social enterprise in the Global South, PLCY 1910, Brown University, October 11, 2018

Brown FEAST, Nelson Center for Entrepreneurship, Providence, RI, December 4, 2017
Presentation with P. Gaudiano, VC decision-making and networks across geographies using an agent-based simulation.

Brown FEAST Summer Institute, West Greenwich, RI, June 15-16, 2016.
Paper presentation with N. Haigh and T. Arun, Paper Title: *The Good, the Bad, and the Unbalanced: Praise-criticism Tension in Hybrid Organization Scholarship*, presented in sub-theme 71: Hybrid Organizations, Tensions and Institutional Environments,

Eastern Academy of Management, Newport, RI, May 7-10, 2014
Doctoral Student Consortium Panelist

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.

Journal Editorship

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

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

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

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

Conference Paper and Symposia Reviewer

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

TEACHING EXPERIENCE

Brown University, Providence, RI 2017-current

Undergraduate-level courses:

Building Entrepreneurial Ecosystems for Economic Inclusion, Spring 2018
 Leadership in Organizations, Fall 2017, 2018, 2019; Spring 2021
 Future of Work, Spring 2019

Graduate-level courses:

Independent Study Advisor, Spring 2018, Fall 2018, Spring 2021, Fall 2021
 PRIME: Globalization and Immersion Lab, Spring 2020, 2021, 2022, Fall 2021

Executive Program, Management and Technology Leadership:

Entrepreneurial Leadership in Innovative Firms, Summer 2018, Spring 2020, 2021, 2022

Executive MBA level course:

Entrepreneurial Opportunities in Developing Regions, Fall 2019- ongoing

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-current (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-current (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, 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, 2003

Undergraduate -level courses:

Organizational Behavior, Spring 2003, Fall 2003

SERVICE***Service to community***

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

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-current.

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

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

Journal Reviewer

Academy of Management Review

Academy of Management Learning & Education

British Journal of Management

Culture and Organization

Entrepreneurship & Regional Development

Entrepreneurship Theory & Practice

Equality, Diversity and Inclusion: An International Journal
Gender, Work & Organization
Human Relations
International Journal of Gender and Entrepreneurship
International Journal of Human Resource Management
Journal of Business Ethics
New England Journal of Entrepreneurship
Organization and Management Journal
Organization Studies
Research Policy
Qualitative Research in Organizations and Management
Small Business Economics
Social Politics Strategic Entrepreneurship Journal

Manuscript Reviewer

Bristol University Press
Cambridge University Press
Oxford University Press
Routledge

Committee work

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

School of Engineering, Brown University, Providence
 Innovation, Management and Design Engineering Research Faculty member, 2021-current

University Level, University of Massachusetts, Boston
 Faculty Diversity Council, 2013-current
 Faculty Council Sub-committee on gender and tenure/promotion, January 2016-current
 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

Dissertation committee work

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

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

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 the Academy of Management, 2001-current
 Member of the American Sociological Association, 2017-current
 Member of Sociologists for Women in Society, 2017-current
 Member of the Eastern Sociology Society, 2017-current
 Member of the Academy of International Business, 2006-current
 Member of Beta Gamma Sigma, 2009-current

INTERNATIONAL EXPERIENCE

In-depth experiences living and traveling abroad strongly influence my interest in globalization. I was born in Turkey and lived there for six years, in Saudi Arabia for twelve years, in Switzerland for three years, and in the USA for over twenty years. My foreign travel includes Ireland, Canada, France, Germany, England, Belgium, the Netherlands, Italy, Austria, the Czech Republic, Rumania, Hungary, Greece, Cyprus, Russia, Singapore, Thailand, Portugal, Malta, Spain, Japan and Australia. I travel frequently to Turkey to visit family and maintain personal and professional contacts.

LANGUAGES

English, native competence
 Turkish, native competence
 Moderate reading and writing ability in Arabic and French

REFERENCES

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University of Massachusetts, Boston, MA 02125
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University of Massachusetts, Boston, MA 02125
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