

DR CHERYL HURST

Centre for Employment Relations Innovation and Change (CERIC)

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ACADEMIC APPOINTMENTS

2020-Present **Postdoctoral Research Fellow**
Centre for Employment Relations, Innovation and Change
Leeds University Business School
Mentors: Professor Jennifer Tomlinson, Professor Jean Clarke, Dr Jana Javornik

EDUCATION

2016-2020 **Ph.D. Work and Employment Relations**
Leeds University Business School
Thesis title: Interpreting gender equality initiatives: a discourse analytic study in higher education institutions
Thesis Supervisors: Professor Jennifer Tomlinson and Professor Jean Clarke
Thesis Examiners: Professor Penny Dick and Professor Jane Holgate

2015-2016 **M.Sc. Organizational Psychology (with distinction)**
Leeds University Business School
Thesis Supervisor: Professor Helen Hughes

2010-2014 **B.A. Psychology (with honours)**
University of Guelph, Ontario Canada
Honours Advisors: Professor Harjinder Gill and Professor Jeffrey Yen

PAPERS UNDER REVIEW

Hurst, C., & Hughes, H. title removed to preserve blind review. **Revise and resubmit:** *Journal of Advertising*.

Hurst, C., Tomlinson, J., & Clarke, J. title removed to preserve blind review. **Under review:** *Organization Studies*.

WORKS IN PROGRESS (selected)

Hurst, C. Diagnosis, prognosis, and (in)action: the intervention paradox of gender equality.
Expected submission: March 2021.

Hurst, C., Tomlinson J., Javornik, J., Ingold, J., Oliver, L., & Brunk, R. Breaking free from a “transient fashion”: integrating diversity and inclusion to make a more definite turn to practice.
Expected Submission: April 2021.

Hurst, C. The work of discursive translation as a barrier to equality scheme success: decoupling practice from outcomes. Expected Submission: mid-late 2021

***Best presentation award 2019 CERIC Conference**

Hurst, C. What do we mean when we talk about resistance? Retheorizing resistance to gender quotas for women in senior roles. Expected Submission: late 2021

SELECT AWARDS AND ACCOLADES

- 2020 Appointed Diversity and Inclusion Champion: Leeds Research Work Stream
Doctoral College Recognition for Excellence in PhD Research
Leeds Partnership Excellence in Teaching Award Winner
- 2017-19 Leeds Anniversary Research Scholarship (international tuition and maintenance
grant, ~£90,000 over three years)
- 2019 CERIC Doctoral Conference 1st Place Presentation (£400)
Leeds Partnership Excellence in Teaching Award Winner
- 2017 CERIC Doctoral Conference 1st Place Poster (£100)
Leeds Social Sciences Institute placement bursary (£1,500)
Doctoral Seminar Series President
- 2016 3-minute thesis competition top 10 finalist: A Woman Named John
Distinction, MSc Organizational Psychology, University of Leeds
- 2014 Deans Honours List, BA(Hons) Psychology, University of Guelph

CONFERENCE PAPERS & PRESENTATIONS (* forthcoming)

2021* **Hurst, C.** “Who do we mean when we talk about resistance? Bringing the
subject back to the gender quota debate.” In Doldor, E., Seierstad, C., Mensi-
Klarbach, H., Sheridan, A. (chairs), Sub-theme 32: *Women on boards in senior
leadership: exploring change strategies with international*. Paper presented at the
Gender, Work and Organization (GWO) Conference, University of Kent. *Pending
acceptance*

Hurst C., Tomlinson J., Javornik, J., Ingold, J., Oliver, L., & Brunk, R.
“Breaking free from a ‘transient fashion’: integrating diversity and inclusion to
make a more definite turn to practice.” *European Group of Organization Studies*.
Submitted, pending acceptance.

- 2020 **Hurst C.**, Tomlinson J., Javornik, J., Ingold, J., Oliver, L., & Brunk, R. “Reconceptualizing the inclusive organization; a theoretical typology.” *Work, Employment and Society 2020 Conference, British Sociological Association*, Cardiff, UK. (Postponed, COVID19).
- Hurst, C.** “‘I was hired because I was the right fit for the role’: A discourse analytic study of how meritocratic narratives produce and maintain the gendered status quo.” *Work, Employment and Society 2020 Conference, British Sociological Association*, Cardiff, UK. (Postponed, COVID19).
- Hurst, C.** “The paradox of equality: transformative rhetoric with traditional behavior.” *Pre-Colloquium Post-Doctoral and Early Career Scholars Workshop 2020. EGOS*, University of Hamburg, Germany (Virtual, COVID19).
- 2019 **Hurst, C.** “The work of discursive translation as a barrier to equality scheme success: decoupling practice from outcomes.” Inequality and Organizations: Paper Development Masterclass with York Management School and the Society for the Advancement of Management Studies (bursary awarded). In Suddaby, R., Dick, P., Leicht, K., O’Reilly, J., Ashley, L., and Muzio, D (organizers). Paper reviewed by Professor Roy Suddaby.
- Hurst, C.** “The discursive translation of inequality schemes: examining resistance.” *CERIC Doctoral Conference*, University of Leeds.
***Best presentation award**
- 2018 **Hurst, C.** “(Re)examining merit in higher education institutions.” In Holck, L., Zanoni, P. & Romani, L (chairs), Sub-theme 17: *Diversity and Diversity Management: Beyond the Familiar into the Unexpected. Paper presented at the 34th European Group for Organization Studies (EGOS) Colloquium*, Estonian Business School.
- 2017 **Hurst, C.** “The underrepresentation of women in leadership: a discursive approach to gendered leader identity.” *EDAMBA Summer Research Academy*, Athens, Greece.
- Hurst, C.** “Women’s underrepresentation in leadership roles: structural, cultural, and individual barriers.” Poster presentation. *Ceric Doctoral Conference*, University of Leeds.
***Best poster award**

PRESENTATIONS & INVITED TALKS (* forthcoming)

- 2021* “The intervention paradox: exploring the effectiveness of gender equality initiatives.” CERIC Big Ideas, University of Leeds (virtual).
- 2020 “Navigating male dominated spaces online: supporting women studying online.” The University of Southampton (virtual).
- 2019 “Reconceptualising Inclusion at Work.” Ambition Leeds, City Exchange
- “Using Qualitative methods for a PhD dissertation.” Leeds Doctoral Seminar series. University of Leeds.

TEACHING

Undergraduate & Graduate Lectures

- 2019-2021 Gender and Equality at Work in Comparative Perspective: Organizational Culture and Gender and Management

Supervision

- 2020-now MA Human Resource Management Dissertations

Undergraduate Seminars

- 2017-now Gender and Equality at Work in Comparative Perspective
- 2017-2019 Diversity Management
- 2017-2018 Business and Society
- 2017-2018 Social Theory

Graduate Seminars

- 2017-2019 Occupational Psychology

RESEARCH EXPERIENCE AND OTHER ROLES

- Present **LUBS Research Work Stream: Equality, Diversity, and Inclusion Champion**
- 2019-now **Project: Re-conceptualizing Inclusion at Work (£18k)**
A Challenge Fund Project working to reconceptualize ‘inclusion’ and what it means to be an inclusive organization.
- 2019-now **Guest Lecturer:** Gender and Equality at Work in Comparative Perspective
- 2018 **Research Assistant: Modern Slavery in the Textile Industry**
Funded by The British Academy
- 2017-now **Seminar leader:** Diversity Management, Gender and Equality at Work, Business and Society, Social Theory, Occupational Psychology

- 2017 **Project assistant: Internationalization Mapping Strategy**, Leeds Social Science Institute (bursary £1500)
- 2014 **Project Assistant: Prejudice in Psychology Textbooks**: focusing on the social and political effects of framing racism, prejudice, and discrimination
- 2013 **Project Assistant: The Impact of Felt Trust on Employee Performance**: how task delegation and leader behavior influence subordinate's felt trust

PROFESSIONAL DEVELOPMENT (* forthcoming)

2021*

Academy of Management Annual Meeting
 British Academy of Management Conference
 European Group of Organization Studies (EGOS)
 Effective Postdoctoral Research Supervision
 WERD Teaching Forum for Effective Online Delivery
 Gender, Work and Organization Conference

2020

EGOS Postdoctoral Colloquium: virtual
 Work, Employment and Society Conference: Cardiff, UK (postponed)
 British Academy of Management Conference: Manchester, UK (postponed)

2019

Academy of Management PhD Training Workshop: Boston
 SASE: Women and Gender Forum: New York City
 Inequality and Organizations: Paper Development Masterclass with York Management School and the Society for the Advancement of Management Studies: York, UK
 How to Make a Contribution to Theory Workshop with Roy Suddaby: Leeds

2018

EGOS Doctoral Colloquium: Estonia
 NVivo for Qualitative Research Training: Leeds
 SPSS for Quantitative Research Training: Leeds
 NARTI Workshop on Advancing Grounded Theory studies: Northumbria
 BUIRA PhD Symposium: Middlesex
 Workplace Behavior Research Group Forum for Teaching: Leeds
 Learning to Teach Workshops, LUBS Enhancement and Innovation: Leeds

2017

EDAMBA Research Academy: Athens, Greece (bursary awarded)
 ESRC Seminar Series: Cranfield School of Management (bursary awarded)
 New Approaches to Discourse Across Disciplines: Birmingham (bursary awarded)

Applied Conversation Analysis Workshop: Loughborough (bursary awarded)
Building Best Practice, Innovations in Teaching Symposium: Leeds

MEDIA COVERAGE

“Blood diamonds and dirty gold: the wedding industry and what it leaves behind.” LUBS
Blueprint for Sustainability Newsletter. *Opinion*. January 2021.

“*What is a research question?*” and other teaching videos. YouTube Channel for student videos:
Click [here](#) to view (select videos are unlisted/private for student & staff security)

“Gender equality efforts and academic values: the pursuit of meritocracy in HEIs.” *Research and Innovation Blog*, April 2020

“Moving from diversity initiatives to a culture of inclusion.” *Research and Innovation Blog*,
September 2019

“International Women’s Day 2019 – a spotlight on our research.” *Research and Innovation Blog*,
March 2019.

“Gendered Discourse in Corporate Boardrooms.” *CERIC Research Blog*, March 2017.

SERVICE AND PROFESSIONAL AFFILIATIONS

Research Fellow – Centre for Employment Relations Innovation and Change (CERIC), Leeds

Member – Workplace Behaviour Research Centre (WBRC), Leeds

Ad-Hoc Reviewer – *Sustainability*

Ad-Hoc Reviewer – Academy of Management Annual Meeting

British Psychological Society Member (BSA)

Academy of Management (USA)

British Academy of Management

British Sociological Association (BSA, WES)

British Universities Industrial Relations Association (BUIRA)

European Group of Organization Studies (EGOS)

Qualified Occupational Test User (OTU) and assessor for Ability and Personality qualifications

Language Ideology and Power Research Group (LIP)

Discourse and Rhetoric Research Group (DARG)