

CURRICULUM VITAE

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Dr. Andri Georgiadou

Assistant Professor of Diversity Management

Personal Details

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Academic Qualifications

- **Doctorate (2015)** in Business Administration, Guildhall Faculty of Business and Law, London Metropolitan University, UK.
- **MSc (2012)** in Economic Analysis, Department of Economics, University of Cyprus, Cyprus.
- **Master (MBA) (2010)** Business Administration (First Class Honors), Department of Business and Public Administration, University of Cyprus, Cyprus.
- **BSc (2008)** in Mathematics and Statistics, Department of Mathematics and Statistics, University of Cyprus, Cyprus.
- **PgCert (2016)** Postgraduate Certificate in Learning and Teaching in Higher Education, Learning and Teaching Innovation Centre, University of Hertfordshire, UK.

Academic Appointments

- **Fulbright Visiting Faculty**, School of Labor and Employment Relations, Pennsylvania State University, USA, 2018.
- **Visiting Faculty and Research Fellow**, Cyprus University of Technology, 2017-2018.
- **Faculty in Human Recourse Management**, UCLan School of Business and Management, UCLan Cyprus, Cyprus, 2017-2018.
- **Fellow in Management**, London School of Economics and Political Science, UK, 2016-2017.
- **Associate Professor in Human Recourse Management**, Hertfordshire Business School, University of Hertfordshire, UK, 2015-2017.
- **Program Director MSc Global Business**, Hertfordshire Business School, University of Hertfordshire, UK, 2015-2017.

- **Assistant Professor in Human Recourse Management**, Hertfordshire Business School, University of Hertfordshire, UK, 2014-2015.
- **Visiting Assistant Professor in Human Resource Management**, University of West London, UK, 2012-2013.
- **Visiting Assistant Professor in Managing Strategy and Change**, London South Bank University, UK, 2012-2013.
- **Assistant Professor in Human Resource Management**, Cyprus Institute of Marketing, Cyprus, 2012-2013.
- **Research Associate**, Department of Multimedia and Graphic Arts, Cyprus University of Technology, Cyprus, 2012-2013.

Business Appointments

- **Manager**, P.Ch. Manger LTD, Cyprus, 2010-2011.
- **Payments Supervisor**, HSBC Bank, Czech Republic, 2009-2010.

Public Positions of Responsibility

- Member of the Education Committee of Cyprus Youth Parliament 2017.

Teaching and Module Leadership Experience (at undergraduate and postgraduate level)

- The reflective practitioner (online)
- Leadership and Communication (online)
- Entrepreneurship
- Leadership and Management (MBA)
- Management in Tourism, Hospitality and Events
- Management Development in Tourism, Hospitality and Events
- Managing People and Human Resources in Tourism, Hospitality and Events
- Leading People and Teams
- Leadership and Communication in Teams
- People and Organizations for Business and Event Management
- Applied Individual Project (MBA)
- Postgraduate Online Research Methodology
- Postgraduate Research Methodology
- Diversity and Equality at Work
- Cross-cultural Management in Tourism
- Managing and working across cultures (MBA)
- Managing Strategy and Change (MBA)
- Human Resource Management in Context
- Human Resource Management

Executive & Professional Training

- Mentoring executives on Leadership and Strategy, European Bank for Reconstruction and Development (EBRD), facilitated by the Cherie Blair Foundation for Women.

List of Scholarly Publications

My research focuses on equality, diversity and inclusion at work from comparative, relational and interdisciplinary perspectives. Exploring aspects of equality, diversity and inclusion at work, I pursue a mainly curiosity driven, yet theoretically rigorous, empirically grounded and policy relevant, research agenda. My research seeks to answer important questions and address significant problems that face workplaces.

Edited Books

1. **Georgiadou, A.** and Sidani, Y. (Eds.) (2020) *Diversity, Equality and Inclusion in conflict environments*. USA: Palgrave Macmillan.
2. **Georgiadou, A.,** Gonzalez-Perez, M.A. and Olivas-Lujan, M.R. (Eds.) (2019) *Diversity within diversity management: Country-based perspectives*. USA: Emerald.
3. **Georgiadou, A.,** Gonzalez-Perez, M.A. and Olivas-Lujan, M.R. (Eds.) (2019) *Diversity within diversity: Types of Diversity in Organizations*. USA: Emerald.

Refereed Chapters in Books

4. **Georgiadou, A.** (2020) Diversity matters in the classroom. Chapter in: Taras, V., Gonzalez-Perez, M.A. and Lynden, K. (Eds.) (2020) *Experiential Learning and seeking transversality of international business across disciplines*, USA: Palgrave Macmillan.
5. **Georgiadou, A.,** Gonzalez-Perez, M.A. and Olivas-Lujan, M.R. (2019) Diversity within Diversity Management: where we are, where we should go, how we are getting there. Chapter in Georgiadou, A., Gonzalez-Perez, M.A. and Olivas-Lujan, M.R. (Eds.) (2019) *Diversity within diversity management: Country-based perspectives*, USA: Emerald.
6. **Georgiadou, A.,** Gonzalez-Perez, M.A. and Olivas-Lujan, M.R. (2019) Diversity within Diversity: Equality And Managing Diversity. Chapter in Georgiadou, A., Gonzalez-Perez, M.A. and Olivas-Lujan, M.R. (Eds.) (2019) *Diversity within diversity: Types of Diversity in Organizations*, USA: Emerald.
7. Gonzalez-Perez, M.A. and **Georgiadou, A.** (2019) Diverse human families and pet friendly work environments. Chapter in **Georgiadou, A.,** Gonzalez-Perez, M.A. and Olivas-Lujan, M.R. (Eds.) (2019) *Diversity within diversity: Types of Diversity in Organizations*, USA: Emerald.

8. **Georgiadou, A.** (2018) Migrants in the workplace: the case of Cyprus. Chapter in Vassilopoulou, J., Kyriakidou, O., Showunmi, V. and Brabet, J. (Eds.), *Race discrimination and the management of ethnic diversity at work: European countries perspectives*, UK: Emerald.
9. **Georgiadou, A.** and Iasonos, C. (2015) Cultural dimensions of global hospitality and tourism business management. Chapter in Camillo, A. A., (Eds.), *Handbook of Research on Global Hospitality and Tourism Management*, pp. 256-265, USA: IGI Global.

Refereed Journal Publications

10. **Georgiadou, A.** Metcalfe, B.D., von Lockette, N.D. Groutsis, D. and Ozkazanc-Pan, B. (2019) Gender, embodiment and identity in organizations. *Forthcoming in Gender, Work & Organizations*. (ABDC A)
11. Vassilopoulou, J., Kyriakidou, O., Pascal da Rocha, J., **Georgiadou, A.** and Mor Barak, M. (2018) International Perspectives on Securing Human and Social Rights and Diversity Gains at Work in the Aftermath of the Global Economic Crisis and in Times of Austerity, *European Management Review*. [DOI: 10.1111/emre.12333](https://doi.org/10.1111/emre.12333)
12. Balomenou, N., Garood, B. and **Georgiadou, A.** (2017) Making sense of tourists' photographs using canonical variate analysis, *Tourism Management*, 61, pp. 173-179. (ABDC A*)
13. **Georgiadou, A.** (2016) Reflections from EDI conference: Equality, Diversity, Inclusion and Human Rights in Times of Austerity, *Equality, Diversity and Inclusion: An International Journal*, 35(7/8), pp. 467 - 472. (ABDC B)
14. Eteokleous, P., Leonidou, L.C. and **Georgiadou, A.** (2018) Governance drivers and performance implications of Corporate Social Responsibility in the retail sector. *To be submitted to Journal of Retailing*. (ABDC A*)
15. **Georgiadou, A.** and Farndale, E. (2019) Comparing national socioeconomic factors and their effects on organizational diversity programs. *Submitted to International Journal of Human Resource Management*. (ABDC B)
16. **Georgiadou, A.** (2019) Toward a conceptual framework for exploring relationships between Diversity Management Practices and Innovation, Effectiveness and Well-being. *To be submitted to Human Resource Management Review*. (ABDC A)
17. **Georgiadou, A.** and Syed, J. (2019) Expanding the diversity management discourse to East Asian contexts: Proposed research framework. *To be submitted to Management and Organization Review*. (ABDC A)

Publication in Refereed Conference Proceedings

18. Krambia-Kapardis, M. and **Georgiadou, A.** (2019). *Compassionate and Resilient Management the skills for Future Leaders in Academia*. 5th Annual International Conference on Communication and Management, Communication Institute of Greece, Athens, Greece.
19. **Georgiadou, A.** and Farndale, E. (2017). *The effect of socioeconomic factors on organizational diversity programs*. 3rd Global Conference on International Human Resource Management, St John's University, New York, USA. **(Nominee for Best Paper Award)**.
20. **Georgiadou, A.** and Horak, S. (2016). *Eastern and Western Forms of Social Capital and its Implications for Managing Diversity*. Journal of Management Studies Conference, 'Connecting Eastern & Western Perspectives on Management' hosted by University of Warwick, UK.
21. **Georgiadou, A.** (2015). *How do we create organizations that foster effective diversity management*, HR practices, strategic and entrepreneurial challenges Conference of the Academy of Business (EMAB) hosted by EDC Business School, Paris, France.
22. **Georgiadou, A.** (2015). *Understanding Diversity Management in Cyprus' Organizational Context*. 2nd Global Conference on International Human Resource Management, Pennsylvania State University in State College, Pennsylvania, USA.
23. **Georgiadou, A.**, Forson, C. and Calveley, M. (2014). *Leveraging diversity through positive global leadership*. Workshop on Leadership, Diversity and Inclusion, Copenhagen Business School, Copenhagen, Denmark.
24. **Georgiadou, A.** (2014). *Who is different, us or them? Managing cultural diversity in an organization in Cyprus*. 14th International Conference on Diversity in Organizations, Communities and Nations, Vienna, Austria.
25. **Georgiadou, A.** and Jasonos, C. (2014). *Diversity as a strategic competitive advantage: The impact of cultural diversity on hotel employees' satisfaction and retention*. 7th International Conference on Equality, Diversity and Inclusion, EDI 2014.
26. **Georgiadou, A.** (2013). *The business case for diversity: The impact of top management diversity on organizational culture*. 6th International Conference on Social Solidarity, Equality, Diversity and Inclusion, EDI 2013, Athens, Greece.
27. **Georgiadou, A.** and Michael, M. (2013). *Country perspectives on diversity and equality: what is the case in Cyprus?*. International Conference on Equality, Diversity and Inclusion, ICEDI 2013, Paris, France.

28. **Georgiadou, A.** (2013). *The impact of top management diversity on organizational culture and effectiveness*. Democratizing Management, 13th EURAM 2013 (Doctoral Colloquium), Istanbul, Turkey.

University of Hertfordshire - Positions of Responsibility and Academic Service

- Program Director, Dual award MSc Global Business (International Business School Alliance), 2015-2017.
- Chairwoman, MSc Global Business Committee, Business School, 2015-2017.
- Early Career Researcher Representative, Business School, 2016-2017.
- Member, University of Hertfordshire Researcher Development Committee, 2016-2017.
- Deputy Program Director, MSc Global Business, Business School, 2014.

Positions of Responsibility and Academic Service

- Symposium chairwoman (with Dr. Beamond), *European Academy of Management Conference, EURAM 2019* – a conference organized by the Instituto Universitário de Lisboa (ISCTE-IUL), Portugal.
- Stream chairwoman, Gender, Work and Organization *10th Biennial International Interdisciplinary Conference* – a conference hosted by Macquarie University, Sydney, Australia.
- Stream chairwoman, *10th International Conference on Equality, Diversity and Inclusion, EDI 2017* – a conference organized by the Brunel University London, UK.
- Conference chairwoman/ organizer, *9th International Conference on Equality, Diversity and Inclusion, EDI 2016* – a conference hosted at the University of Cyprus, Cyprus.
- Member, International Scientific Committee, EDI Conference.
- Stream chairwoman (with Dr. Vassilopoulou and Dr. Kyriakidou), *16th European Academy of Management Conference, EURAM 2016* – a conference organized by the Université Paris –Est Créteil (UPEC), France.
- Stream chairwoman (with Prof. Mor Barak), *8th International Conference on Equality, Diversity and Inclusion, EDI 2015* – a conference organized by the Tel-Aviv University Israel.
- Stream chairwoman, *7th International Conference on Equality, Diversity and Inclusion, EDI 2014* – a conference organized by the Technische Universität München, Germany.
- Stream chairwoman, *6th International Conference on Equality, Diversity and Inclusion, EDI 2013* – a conference organized by the Athens Economic University, Greece.

Refereeing

Refereeing papers for the following journals:

- International Journal of Human Resource Management
- Thunderbird International Business Review
- Business Ethics: A European Review
- Equality, Diversity and Inclusion: An International Journal
- Gender in Management: an International Journal

Refereeing chapters for the following books:

- *Social Solidarity in Practice for Equality, Diversity, and Inclusion (Emerald Group Publishing)*
- *New perspectives on the challenges and future developments of global enterprise management (Palgrave MacMillan)*

Refereeing papers for the following conferences:

- Equality, Diversity and Inclusion Conference, 2013-2017
- European Academy of Management Conference 2016
- Africa Academy of Management Conference 2016
- Academy of Management Annual Conference 2014

PhD Theses Supervision

- Dr. Muhammad Hijazy (2016), Equity Perception and Communication among Arab Expatriate Professionals in Saudi Arabia.
- Mr. Alex Asampong (2015-2017), Intercultural competencies and behavior of leaders of culturally diverse work teams and their performance in multinational companies.
- Mrs. Karen Trimarchi (2015-2017), Impact of ethnicity on Malaysian women academics' career progression in Malaysian private higher education institutions.
- Mrs. Elizabeth Babafemi Petrucci (2016-2017). Gender equality in Senior Management Positions within Small to Medium Sized Financial Services Firms in the UK.

Member of External Academic Expert Board of Reviewers

- 2018 – Master of Science in Human Resource Management and Corporate Strategy, CIM.

Professional Affiliations

- Fellow Member of the [Higher Education Academy](#)

- Member of [British Academy of Management](#)
- Member of [European Academy of Management](#)
- Member of [Academy of International Business](#)
- Member of [Women Economic Forum](#)
- Member of [Equality, Diversity and Inclusion Scientific Committee](#)
- Associate Member of [Cyprus Human Resource Management Association](#)
- Member of the Board of Directors of the [UCY MBA Alumni Association](#)
- Certified trainer by the [Human Resource Development Authority of Cyprus](#)
- Member of [AIPFE Cyprus – Women Of Europe](#)
- Member of [EWMD](#) and Founder and National Representative of EWMD Cyprus
- Member of [Diversity Scholars Network](#)
- Member of [Society for Human Resource Management \(SHRM\)](#)

Awards & Honors

- Nominated for WAIB's Emerging Scholar Award 2019
- Fulbright Visiting Scholarship, 2018 - €20.000
- European Management Review (EMR) Best Reviewer Award, European Academy of Management, 2016.
- Graduate Scholar Award, Diversity in Organizations, Communities & Nations, 2014.
- Award for the highest GPA in the MBA Program, University of Cyprus, 2010 - €10.252.
- Undergraduate Scholarship from the Cyprus State Scholarship Foundation (gratefully declined), 2004.

Research Projects

- Mind the gap: Top management and effective diversity management (2018-2019)
Research project funded by Fulbright
Position in the project: Principal Investigator
Overall project budget: €20.000
- RISE Research Centre (2017 – 2018)
Research project funded by Horizon 2020
Position in the project: Project Manager (For C.U.T.)
Overall project budget: €50.000.000
- The Dynamics of Virtual Work
Research project funded by COST
Position in the project: Researcher (2014-2016)
Overall project budget: €640.000

Consultancy Projects

- *Equity, Inclusion and Fundamental Respect in the Diverse Police Organization*. Canadian Association of Chiefs of Police (CACCP) Executive Global Studies Program.

Edited Journal Special Issues

1. **Bridging the equality, diversity and inclusion agendas in international business**, Special issue in Cross Cultural & Strategic Management (with Gonzalez-Perez, M.A. and Beamond, M.).
2. **Gender, embodiment and identity in organizations**, Special issue in Gender, Work & Organization (with Metcalfe, B.D., von Lockette, N.D, Groutsis, D. and Ozkazanc-Pan, B.).
3. **Securing Human and Social Rights at Work in the Era of Austerity**, Special issue in European Management Review (with Vassilopoulou, J., Pascal da Rocha, J., Mor Barak, M., Kyriakidou, O.).

Conference/ Symposia Keynote Speeches

1. Georgiadou, A. (2018), Diversity within diversity management, *seminar*. Pennsylvania State University, State College, USA.
2. Georgiadou, A. (2018), Diversity within diversity management, *invited public speech*. Clarion University of Pennsylvania, Clarion, USA.
3. Georgiadou, A. (2018), Managing diversity in context, *invited public speech*. University of Southern California, Los Angeles, USA.
4. Georgiadou, A. (2018), Diversity matters, *seminar*. Rutgers, The State University of New Jersey, New Jersey, USA.
5. Georgiadou, A. (2018), Mind the gap: Current academic debates about equality, diversity and inclusion in the workplace, *webinar*. European Women's Management Development International Network.
6. Georgiadou, A. (2015), Diversity matters: *nature does nothing in vain* (Aristotle), *keynote public speech*. Helsinki Metropolia University of Applied Sciences, Helsinki, Finland.
7. Georgiadou, A. (2014), The illusion of identity: I differentiate therefore I am (not), *keynote speech*. Austrian Institute of Economic Research (WIFO), Vienna, Austria.
8. Georgiadou, A. (2013), The role of higher education institutes to prepare future business people while promoting diversity: The case in Cyprus. International Forum for Future Europe 'Sustainable Economy and Harmony Society: Future Visions and Today Actions', *keynote speech*. Vilnius, Lithuania.

Publications in Professional Journals, Press

1. Georgiadou, A. (2013) Diversity Management, *The Market*, September 2013.
2. Georgiadou, A. (2013) The relationship between the Big Five Model and effective team leadership, *The Market*, April 2013.
3. Georgiadou, A. (2012) The role of effective cross-cultural management, *Phileleftheros*, October 2012.

Supervision of Master Level Theses:

1 PhD completion, 4 MBA completions, 6 MA HRM completions, 1 MSc Global Business completion

Research Lab Founder and Coordination

In 2018 I established and since then manage the [Equality, Inclusion and Diversity](#) Center. The Center is the only one in Cyprus specializing in the areas of Equality, Diversity and Inclusion in Cyprus.