

DR CHERYL HURST

Centre for Employment Relations Innovation and Change (CERIC)

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ACADEMIC APPOINTMENTS

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-feb2020 **Ph.D. Work and Employment Relations Division**
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 **MSc. Organizational Psychology (with distinction)**
Leeds University Business School
Thesis: The impact of call to action campaigns on inactive and active women's perceptions towards physical activity: a qualitative inquiry
Thesis Supervisor: Dr Helen Hughes

2010-2014 **BA Psychology (with honors)**
University of Guelph, Ontario Canada
Honors advisors: Professor Harjinder Gill and Professor Jeffrey Yen

MANUSCRIPTS IN PREPARATION

Hurst, C., Tomlinson, J., & Clarke, J. (advanced preparation). Merit as a strategic tool: how decision makers (re)produce hegemonic narratives to maintain the status quo.

Hurst, C., Tomlinson J., Javornik, J., Ingold, J., Oliver, L., & Brunk, R. (advanced preparation). Reconceptualizing the inclusive organization; a theoretical typology.

Hurst, C., & Hughes, H. (advanced preparation). *Femvertising* and missing the mark for inactive women: a goal hierarchy model of gender stereotypes in advertising.

Hurst, C. (preparing manuscript). The decoupling of diversity management and gender equality: a paradox of interventions.

Hurst, C. (preparing manuscript). Who do we mean when we talk about resistance? Bringing the subject back to the quota debate.

SELECT AWARDS AND ACCOLADES

2020	VIVA February 28 th 2020, result: Pass with no corrections Leeds Partnership Excellence in Teaching Award Winner
2017/18/19	Leeds Anniversary Research Scholarship (international tuition and maintenance grant, ~£90,000 over three years)
2019	CERIC Doctoral Conference 1 st Place Presentation (£400) Leeds Partnership Excellence in Teaching Award Winner
2017	CERIC Doctoral Conference 1 st 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 PRESENTATIONS AND PAPERS

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 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: a review. Poster presentation. *Ceric Doctoral Conference*, University of Leeds.
***Best poster award**

TEACHING

LECTURES

Course: Gender and Equality at Work in Comparative Perspective

Topics: Gender in Management; Organizational Culture (2019-present)

SUPERVISION

MA Human Resource Management Dissertations

UNDERGRADUATE SEMINARS

Gender and Equality at Work (2017-present)

Diversity Management (2017-2020)

Business and Society (HRM) (2016-2017)

Social Theory (HRM) (2016-2017)

MASTERS LEVEL SEMINARS

Gender and Equality at Work (present)

Occupational Psychology (2017-2020)

RESEARCH AND OTHER ROLES

- Current** **Project: Re-conceptualizing Inclusion at Work**
A Challenge Fund Project working to reconceptualize 'inclusion' and what it means to be an inclusive organization.
- 2018** **Research Assistant: Modern Slavery in the Textile Industry**
Funded by The British Academy
- 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

SELECT WORKSHOP & TRAINING

2020

- EGOS Postdoctoral Colloquium*
- Academy of Management Early Career Researcher Workshop*
- Work, Employment and Society Conference*
- British Academy of Management Conference*
- *Postponed/virtual due to COVID 19 pandemic*

2019

- Academy of Management PhD Training Session
- SASE: Women and Gender Forum
- Inequality and Organizations: Paper Development Masterclass with York Management School and the Society for the Advancement of Management Studies (bursary awarded)
- How to Make a Contribution to Theory Workshop with Roy Suddaby: Leeds

2018

- EGOS PhD Workshop: Estonia
- NVivo for Qualitative Research Training
- SPSS for Quantitative Research Training
- NARTI Workshop on Advancing Grounded Theory studies (bursary awarded)
- BUIRA PhD Symposium

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)

MEDIA ATTENTION

“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

Ad-Hoc Reviewer – Academy of Management Annual Meeting

British Psychological Society (BPS) Member

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

British Academy of Management (BAM)

Academy of Management (USA)

British Sociological Association (BSA, WES)

British Universities Industrial Relations Association (BUIRA)

EGOS Member

Language Ideology and Power Research Group (LIP)

Discourse and Rhetoric Research Group (DARG)