
Curriculum Vitae

Name Dr Vincenza (Cinzia) Priola

Title Senior Lecturer (Associate Professor) in Organization Studies

Institution Open University

Open University Business School

Brief Profile

I joined the Open University in 2014 and have previously worked at Aston, Keele and Wolverhampton Universities. My main teaching expertise is in the area of Management theory and practice and Organisational Behaviour and have also taught courses on Leadership, Research Methods and Contemporary Issues in HRM at PhD, PG and UG levels. My research interests and publications are in the fields of gender and organisation, managerial identities and gender, diversity and inclusion, employee branding and identity, Higher Education management and team work. My research is critical in nature and employs qualitative methodologies.

Academic Posts

2014 – to date Senior Lecturer in Organisation Studies – Open University Business School, Open University

2008 – 2014 Lecturer in Organisation Studies – Aston Business School, Aston University

2005 – 2008 Lecturer in Management – Keele Management School, Keele University

2002 – 2005 Senior Lecturer in Organisational Psychology - University of Wolverhampton Business School

2000 – 2002 Lecturer in Organisational Psychology - University of Wolverhampton Business School

2000 Visiting Lecturer in Organisational Psychology - School of Business and Management, University of Teesside.

1998 – 2000 Visiting Lecturer - Sunderland Business School, University of Sunderland.

Academic Qualifications

2001-2002 Post Graduate Certificate in Learning & Teaching in HE, University of Wolverhampton

1997-2001 PhD in Management. Thesis: “Management of Work Groups. A multi-methodological study of the implication of cognitive style on group processes.” University of Sunderland. Supervisors: Prof. Stephen Linstead and Prof. Steve J. Armstrong.

1989-1995 ‘Laurea’ in Psychology (five years taught Doctoral degree) with specialisation in psychology of work and organisations. 1st class

honours (110/110), Università degli studi di Cagliari (Italy).
1984-1989 Business and Accountancy Diploma, Technical Institute of
Commerce 'Primo Levi', Quartu S.E.(Italy)

Professional Memberships

Since 2013 Associate Fellow. The British Psychological Society.
Since 2004 Fellow of the Higher Education Academy
Since 2002 Chartered Psychologist. The British Psychological Society.
2002 – 2013 Graduate Member of the British Psychological Society
Since 1998 Chartered Psychologist, Italy

I am also a member of EGOS (European Group of Organization Studies), SCOS (Standing Conference on Organizational Symbolism), BAM (British Academy of Management) and EURAM (European Academy of Management)

Publications

Books

Brannan, M.J., Parsons, E. and Priola, V. (Eds) (2011 hard-back - 2013 paper-back) *Branded Lives: The Production and Consumption of Meaning at Work*. Cheltenham: Edward Elgar Publishing Ltd.

[Reviewed in: *Administrative Science Quarterly* (2012), 57(3), 535-536; *Journal of Organizational Ethnography* (2013), 2(1), 118; *Organization* (2013), 20(4), 635-641; *Journal of Marketing Management* (2014), 30(3-4), 431-432; *Ephemera* (2014), 14(1), 143-150]

Journal Articles

Priola, V., Lasio, D., De Simone, S. and Serri, F. (2013), The Sound of Silence: Lesbian, Gay, Bisexual and Transgender (LGBT) Discrimination in 'Inclusive Organisations'. *British Journal of Management*. published online, DOI: 10.1111/1467-8551.12043

Guillaume, Y.R.F., Dawson, J.F., Priola, V., Sacramento, C.A., Woods, S.A., Budhwar, P.S., Higson, H.E. and West M. (2014) Managing Diversity in Organizations: An Integrative Model and Agenda for Future Research. *European Journal of Work and Organizational Psychology*, 23(4), 783-802.

Parsons, E. and Priola, V. (2013) Agents for Change and Changed Agents. The Micro-Politics of Change and Feminism in the Academy, *Gender, Work and Organization*, 20(5), 580-598.

Brannan, M.J. and Priola, V. (2012) 'Girls Who Do Boys Like They're Girls'? Exploring the role of gender in the Junior management of contemporary service work, *Gender, Work and Organization*, 19(2), 119-141.

Priola, V. and Brannan, M.J., (2009) 'Between a Rock and a Hard Place: Exploring Women's Experience of Participation and Progress in Managerial Careers, *Equal Opportunities International*, 28(5), 378-397.

Priola V. (2007) Being Female Doing Gender. Narratives of Women in Education Management. *Gender and Education*, 19(1), 21-40.

Priola V. (2004) Gender and Feminine Identities. Women as managers in a UK

academic institution, *Women in Management Review*, 19(8), 421-430.

Priola V., Smith J.L. and Armstrong S.J., (2004) Group Work and Cognitive Style: A Discursive Investigation, *Small Group Research*, 35(5), 565-595.

Armstrong S.J. and Priola V. (2001) Individual Differences in Cognitive Style and their effects on task and social orientations of Self-Managed Work Teams, *Small Group Research*, 32(3), 283-312.

Book Chapters De Simone S. and Priola V. (2014) 'What's women's work?' Work-family Interface among women entrepreneurs in Italy. In Broadbridge A. and Fielden S. *Handbook of Gendered Careers in Management: Getting In, Getting On, Getting Out*. Cheltenham: Edward Elgar Publishing Ltd.

Otaye-Ebede, L., Priola, V. and Yerby, E. (2014), Diversity in Organizations: HRM and International Practices. In Crawshaw, J., R., Budhwar, P. and Davis, A. (Eds) *Human Resource Management: Strategic and International Perspectives*. London: Sage.

Priola, V. and Hurrell, S.A. (2011), Organizational Culture and Change Management. In M. Butler and E. Rose (Eds), *Organisational Behaviour. An Introduction*. London: CIPD.

Hurrell, S.A. and Priola V. (2011), Organizational Design, Structure and Work Organisation. In M. Butler and E. Rose (Eds), *Organisational Behaviour. An Introduction*. London: CIPD.

Brannan, M.J., Parsons, E. and Priola, V. (2011) Introduction. In Brannan, M.J., Parsons, E. and Priola, V. (Eds) *Branded Lives: The Production and Consumption of Meaning at Work*. Cheltenham: Edward Elgar Publisher.

Brannan, M.J., Parsons, E. and Priola, V. (2011) Placing Branding within Organization Theory. In Brannan, M.J., Parsons, E. and Priola, V. (Eds) *Branded Lives: The Production and Consumption of Meaning at Work*. Cheltenham: Edward Elgar Publisher.

Priola, V. (2009), 'Multimethods Research Programs'. In Mills, A., Durepos, G., Wiebe, E. (Eds), *SAGE Encyclopedia of Case Study Research*. London: SAGE.

Priola, V. (2009), 'Masculinity and Femininity'. In Mills, A., Durepos, G., Wiebe, E. (Eds), *SAGE Encyclopedia of Case Study Research*. London: SAGE.

Book Review Priola, V. (2010), Gendering the Knowledge Economy. Comparative Perspectives. Palgrave Macmillan, edited by Sylvia Walby, Heidi Gottfried, Karin Gottschall and Mari Osawa, *Gender, Work and Organization*, 17(1), 115-117.

Research Reports Gilbert, K, Jordan, G., Priola, V. Worrall, L., Greenland M., McEntegart, T., Osman, S. (2005) *Management Skills Development for Women in the Black Country*, Birmingham: Learning and Skills Council –Black Country.

I am an external associate of the research centre: InterLand (Aston Centre for Interdisciplinary Research in Language and Diversity) and between 2008 - 2013 I was an associate of the Aston Centre for Human Resources (ACHRs).

Since 2002 - member of the editorial board of CIPD Publishing.

Reviewed for: *Journal of Management Studies*; *British Journal of Management*; *Human Resource Management (USA)*; *Personnel Review*; *Gender, Work and Organization*; *Equality, Diversity and Inclusion: An International Journal*; *Journal Of Organizational Change Management*; *Gender in Management. An International Journal*; *Ethnography*; *Journal of Organizational Ethnography*; *Learning and Individual Differences*; *The Social Science Journal*; *Journal of Applied Research in Quality of Life*. Also reviewed for Oxford University Press, Open University Press, Palgrave MacMillan and CIPD Publishing.

**Research
Activities and
conference
organisation
(since 2008)**

Invited Guest Speaker at The Centre for Culture, Organisation and Markets (COM) seminar series. Keele Management School, Keele University, 13 February 2013.

Invited Guest speaker at the event 'Planning Your Next Move: For Leading Women in Corporate Life or Running their own Business'. Organised by the Achievers Academy for Women and held at Aston Business School on 9 November 2012.

Guest Speaker at the InterLand Symposium held at Aston University on 22 November 2011.

Invited Guest Speaker at the BAM Gender and Identity Special Interest Groups 2011 Seminar. The seminar was held at Stirling University on 1 April 2011.

Co-organiser of the EAWOP (European Association of Work and Organizational Psychology) Small Group Meeting on Managing Diversity in Organisation. 23-24 September, 2010, Aston University, Birmingham.

Organising Committee Member – 11th International Human Resource Management Conference, 09-12 June 2010, Aston University, Birmingham.

Invited Guest Speaker at the 'Seminar five: The Body, Emotion, Field Work: physicality and fear'. ESRC seminar series on Emotion and Embodiment, University of Warwick's Venice base, the Palazzo Pesaro-Papafava, 26 August 2009.

Co-chair at 4th Annual International Ethnography Symposium track: *Gender, Ethnography and Gendering Ethnography*. Liverpool, 22-25 August 2009

Co-Organiser and Discussant at the Round Table: Ethnography and the consequences of theory. 4th Annual International Ethnography Symposium. Liverpool, 22-25 August 2009. Other discussants included: Professor Mihaela Kelemen, Professor David Boje, Dr Grace Ann Rosile, Dr Frank Worthington, Dr Matthew Brannan.

Co-chair at EURAM 2009 conference track: *Branded Lives: Identity And Work In The Era Of The Brand*. Liverpool, 11-14 May

Guest Speaker at Aston University as part of the Aston Year of Gender Progress and Power. May 2009.

**Conference
Papers**

Chaudhry, S. and Priola, V. (2014) A woman is not equal to a man, there is no argument about it!' Complex selves among women bankers in Pakistan. *Gender, Work and Organisation 8th Biennial International Interdisciplinary conference*, Keele, 24-26 June.

Lasio D., De Simone S., Priola V. and Serri F. (2013) Pratiche di iniquità ai danni dei

lavoratori LGBT all'interno delle imprese sociali. *Congresso delle sezioni di Psicologia per le organizzazioni e Psicologia sociale*, Padova, 25-28 September.

Priola, V., Lasio, D., De Simone, S. and Serri, F. (2013) Discrimination in Inclusive Organizations: Silencing Lesbian, Gay, Bisexual and Transgender (LGBT) workers in Italian Social Cooperatives, *EURAM 13th, 2013*, Istanbul, 25-29 June.

Lasio D., De Simone S., Priola V. and Serri F. (2013) 'The thin line between silence and discrimination. How Italian inclusive organizations reproduce inequalities regarding lesbian, gay, bisexual and transgender employees'. *Critical Social Psychology conference: Discourse, Materiality and Politics*. Barcelona, 6-8 February.

Priola, V., Lasio, D., De Simone, S. and Serri, F. (2012) 'Inclusion and Diversity in Social Cooperatives in Italy: Where are Lesbian, Gay and Bisexual (LGB) Workers?' *Gender Work and Organization* conference, Keele University, June.

Priola, V., Lasio, D., De Simone, S. and Serri, F. (2012) Diversity and discrimination in Inclusive Organisations'. *30th Standing Conference on Organisational Symbolism (SCOS)*, Barcelona, July 11-14.

Brannan, M.J. Parsons, E. and Priola, V. (2011) Employee Branding. Work Values and Relations in the Era of the Brand. *British Academy of Management (BAM) conference*, Aston University Birmingham, 9-11 September.

Brannan, M.J. Parsons, E. and Priola, V. (2011) Living the Brand: Interpreting Employee Branding through Organization Theory. *27th EGOS Colloquium*, 6-9 June, Gothenburg.

McKinney, R.E. Jr, Priola V., Harrison M.A. (2010) Diversity Strategies In Higher Education. An International Comparison. *Managing Diversity in Organizations: Bridging the World of Science and Practical Significance*, EAWOP Small Group Meeting. Aston Business School, Birmingham, U.K., 23-24 September, 2010.

Parsons, E. and Priola, V. (2010) The Micro-politics of Feminism in the Managerial University. The Emotional Journey Between Politics And Self-Care. *Gender, Work and Organization, 6th Biennial International Interdisciplinary Conference*, June, Keele University.

Parsons, E. and Priola, V. (2009) The Eternal Bridge of 'Becoming a Feminist': Female Academics' Experiences of Transition and Displacement. *27th Standing Conference on Organisational Symbolism (SCOS)*, 8-11 July, Copenhagen.

Parsons, E. and Priola, V. (2008) Agents for Change and Changed Agents: Women's Experiences of Researching their own Organisations. *24th EGOS Colloquium*, 10-12 July, Amsterdam. **Best paper of the EGOS stream 'Changing Gender Gendering Change' and Nominee for the EGOS Best Paper Award.**

Parsons, E. and Priola, V. (2008) Narrating Academia from Academia. Reflecting on the Journey of Women Academics doing Gender Research. *EURAM 2008 8th*, 14-17 May, Ljubljana and Bled, Slovenia.

Brannan, M.J. and Priola, V. (2007) Exploring the Role of gender in the lives of junior managers in contemporary service work, *Gender, Work and Organization, 5th Biennial International Interdisciplinary Conference*, 27th-29th June, Keele University.

Brannan, M.J. and Priola, V. (2006) Between a rock and a hard place. Towards a theorisation of the role of gender in junior management, *XXIV Anniversary Standing*

Conference on Organisational Symbolism (SCOS), Nijmegen, 12-15 July.

Priola V. and Gilbert K. (2005), Women as Managers in the West Midlands. *Gender, Work and Organization, 4th International Interdisciplinary Conference, 22nd-24th June, Keele University.*

Priola V. (2002), Gender and Femininity in Education Management. A case study of a British University. *XX Anniversary Standing Conference on Organisational Symbolism (SCOS), Budapest.*

Priola V. and Smith, J.L. (2001), The Chameleon Researcher: Multiple Paradigms Inquiry in Social Science. The British Psychological Society - *Social Psychology Section Annual Conference, Surrey.*

Priola V. and Songhurst D. (2001), Industrial Relations systems as constructed by British HR managers. *17th EGOS Colloquium, Lyon.*

Singh G. and Priola V. (2001), Long-distant Learning and Social Networks. An Investigation into the social learning environment of on-Line students. *ELSIN 6th Annual Learning Style Conference, Conference Proceedings, Glamorgan.*

Priola V., Smith J.L. and Armstrong S.J., (2000) Team Work and Cognitive Style. A Multi-Methodological Study of the relationship between Cognitive Style and Group Processes. *ELSIN 5th Annual Learning Style Conference, Conference Proceedings, Hertfordshire.* Also published in Sunderland Business School discussion papers.

Priola V. (1999), Cognitive Style and Work-groups: toward a slicker organisation. *IV European Congress of Psychology, Rome.*

Armstrong S.J. and Priola V. (1998) Individual Cognitive Style and the Composition of Self Managing Work-Teams, *Leeds-Lancaster Collaborative Conference: 'Emergent fields in Management. Connecting Learning and Critique', Conference Proceedings, Leeds.* Also published in Sunderland Business School discussion papers, 2(2).

Armstrong, S.J. and Priola V. (1998), An Examination of how differences in cognitive style affect the functioning of self managing work-teams. An Empirical Study. *ELSIN 3rd Annual Learning Style Conference, Conference Proceedings, Sunderland.*

Research Grants

2010 - £3,000: EAWOP (European Association of Work and Organizational Psychology) to organise a Small Group Meeting on Managing Diversity in Organisations. With colleagues: Yves Guillaume, Claudia Sacramento, Jeremy Dawson and Steve Woods.

2009 - £900: Aston Business School internal award (SPO research programme)

2008- £200: British Academy Conference Grant.

2004 - £ 108,000: K. Gilbert, G. Jordan, V. Priola and L. Worrall, *Management Skills Development for Women in the Black Country.* SPONSOR: Learning and Skill Council and European Social Fund co-financing.

2004 - £5000: *Promising young researchers scheme.* SPONSOR: University of Wolverhampton internal grant.

**Research
Supervision and
Examination**

I have supervised the following PhDs to successful completion with minor amendments:

Dr Ralph McKinney (DBA Aston University, December 2014);

Dr Jesse Blasongame (Aston University, January 2012);

Dr Mariam Shebaya (Aston University, November 2011).

I have examined the following PhD thesis:

Dr Sammar Abbas, Essex University (as external examiner, September 2012);

Dr Chris Wai Lung Chi, Aston University (as Internal Examiner, June, 2010)

I am currently supervising three PhD students as the first or second supervisor (Shafaq Chaudhry, Elaine Yerby, and Susie Kennedy). In addition I supervise MBA and MSc dissertation projects and company placements.

Teaching

I have wide experience of designing, managing and delivering management, organisational behaviour and research methods courses for masters (MBA and MSc), PhD (research methods) and undergraduate programmes. I employ a variety of teaching methods and assessments including traditional lectures, workshops, film analysis, student-led sessions and experiential learning. Below is a sample of courses and programmes I have taught at Aston and Keele. In addition I often lecture on topics such as diversity management and gender at work in a range of undergraduate and postgraduate modules.

Leadership Development (MBA FT, PT, DL, Aston)

Organisational Behaviour (MSc and MBA, Aston)

Research Methods (MSc in HRM, PhD programme, Aston)

People and Organisation (MBA PT, FT, Keele)

Organisational Psychology (MBA PT, FT, Keele)

Contemporary Issues in HRM (UG year 3, Aston)

Contemporary Issues in Management (UG year 3, Keele)

Psychology and Organisations (UG year 2, Keele)

Organisational Behaviour (UG year 1, Keele)

Introduction to Management (UG year 1, Keele)

HRM (various contributions UG and PG, at Aston and Wolverhampton)

Administration

I have sat on a number of committees and held various administrative posts. At Aston I was the chair of Aston Business School (ABS) Ethics Committee and a member of the University Ethics Committee. I have sat as the business school representative on the university's steering group for equality and diversity. At Keele Management School I was the first year coordinator for the dual honours degree and have coordinated the PhD programme at Wolverhampton Business School. I have also been the assessment officer and the school coordinator of an exchange programme between Wolverhampton University and the University of Paris XI.

