

PROFESSOR DANIEL MUZIO

CURRENT POSITIONS

Professor of Professions and Organization

Strategy, Organization and Society
Newcastle Business School
University of Newcastle
Newcastle, NE1 4SE
e-mail: daniel.muzio@newcastle.ac.uk

Associate Editor: *Journal of Management Studies*

Founding Editor: *Journal Professions and Organization*

Founding Director: Professions, Work and Organization Research Group

KEY METRICS

	All	Since 2012
Citations	2330	1977
h-index	26	25
i10-index	36	33

EDUCATION

- 2005 – 2007** Lancaster University
Diploma in Academic Practice
- 2000 – 2004** Lancaster University
PhD in Management (ESRC Funded) ‘Professionalism as Strategy and Tactics: the Case of the Legal Profession in England and Wales’
- 1997 – 1998** Lancaster University
M.A. in Organisational Analysis and Behaviour
Advanced Human Resource Management; Employee Relations; Organisational Theory; Philosophy of Science; Management of Change; Social Research Methods.
Mark Awarded: Distinction I was awarded distinctions for all elements of the course, including a mark of 80% for my dissertation
- 1994 – 1997** Lancaster University
LL.B. (Hons) Law
Mark Awarded: 2:1

EMPLOYMENT HISTORY

2013 –	Professor of Professions and Organization, University of Newcastle
2011 – 2013	Professor of Leadership and Organization, University of Manchester
2009 – 2011	Senior Lecturer in Employment Relations, Leeds University Business School, Leeds University
2007 – 2009	Lecturer in Employment Relations, Leeds University Business School, Leeds University
2004 – 2007	Lecturer in Organization, Work and Technology Department of Organisation, Work and Technology, Lancaster University
2003 – 2004	Post-Doctoral Research Fellow Department of Organisation, Work and Technology, Lancaster University

EXTERNAL ROLES, VISITING POSITIONS AND ACADEMIC MEMBERSHIPS

2014 - Current	International Research Fellowship, Said Business School, University of Oxford
2013 - Current	Visiting Professor, Manchester Business School, University of Manchester
2011 - Current	Associate Member University of Leeds Centre for Employment Relations Innovation and Change
2015 - 2016	External Examiner Msc in Management, Brunel University
2015 - 2016	Visiting Professor, Roma III
2014 - 2016	Visiting Professor, The University of Law, London
2012 - 2015	Visiting Professor Cass Business School, City University, London
2012 (Mar-May)	Visiting Professor, CERSI, LUISS Guido Carli University, Rome
2010 (Mar-May)	Visiting Professor, CERSI, LUISS Guido Carli University, Rome
2010 (Nov-Dec)	Visiting Professor, Onati International Institute for the Sociology of Law, Spain
2010 -2014	External Examiner Management Degree, Strathclyde Business School
2009 - 2013	External Examiner MBA in Legal Practice, Nottingham Law School

I am a member of the Academy of Management, the European Group for Organization Studies (convenor of SWG08: Management, Organizations and Professions), the International Sociological Association (board member of RC17: Sociology of Organizations), the Society for Advanced Socio-Economic Studies, the International Labour Process and the Critical Management Studies Conference.

PUBLICATIONS AND OTHER SCHOLARLY ROLES

a. EDITORIAL ROLES

Editorships

Associate Editor of the *Journal of Management Studies* (2016-current)

Founding Editor of the *Journal of Professions and Organization* (2013- current)

Launched in 2013 and published by the Oxford University Press, the *Journal of Professions and Organization* (JPO) aims to be the premier outlet for research on organizational issues concerning professionals, including their work, management and their broader social and economic role. The first issue was published in March 2014. and has been ranked as A in the Australian ABCD list. Further information can be found at <http://jpo.oxfordjournals.org/>

Associate Editor *Gender, Work and Organization* (2012 – current)

Guest Editorships

Muzio, D., Post, C. and Saarala, R. ‘Diversity Perspective on Management: Towards more complex conceptualizations of diversity in management studies’ - *Journal of Management Studies* (under preparation)

Gabbioneta, C., Currie, G., Dinovitzer, R. Faulconbridge, J. and Muzio, D. (2019) ‘Wrongdoing in and by professional organizations’ – *Human Relations* (4* Abs Journal)

Carter, C., Muzio, D. and Spence, C. (2015) ‘Contemporary Professional Work: Accounting and Beyond’ *Accounting, Auditing and Accountability Journal* 28(8)

Muzio, D., Brock, D., and Suddaby, R. (2013) ‘Professions and Institutional Change’ *Journal of Management Studies* 50(5)

Muzio, D. and Tomlinson, J. (2012) ‘Gender, diversity and inclusion in professions and professional organizations’. *Gender, Work and Organization*, 19(5)

Muzio, D. and Kirkpatrick, I. (2011) 'Reconnecting the Study of Professional Organizations with the Study of Professional Occupations'. *Current Sociology*, 59(4)

Editorial Board Memberships

Editorial Board Member: *Human Relations*

Editorial Board Member: *Organization Studies*

Editorial Board Member: *International Journal of the Legal Profession*

Refereeing and Reviewing

I have reviewed multiple times for the following journals: *Academy of Management Review*; *Accounting, Organization and Society*; *British Journal of Industrial Relations*; *British Journal of Management*; *Current Sociology*; *Employee Relations*; *Human Relations*; *International Journal of the Legal Profession* *Journal of Law and Society*; *Journal of Management Studies*, *Long Range Planning*; *New Technology, Work and Employment*; *Organization, Organization Studies*; *Strategic Organization*; *Sociological Inquiry*; *Sociological Theory*; and *Work, Employment and Society*.

I also review monograph and text-book proposals for: The *Oxford University Press*, *Ashgate*, *Routledge*, *Palgrave*, *Edward Elgar*, *Taylor and Francis* and *John Wiley*.

I review research proposals for the *ESRC*, the *National Science Foundation*, *The Qatar National Research Fund*, the *Advanced Institute of Management*, *The Velux Foundation*, and *The Leverhulme Foundation*.

b. PUBLICATIONS AND WORKING PAPERS

Books

Muzio, D., Kirkpatrick, I and Aluack, S. (2019) *Professional Occupations and Organizations*. Cambridge: Cambridge University Press

Saks, M. and Muzio, D. (eds) (2018) *Professionalism and Entrepreneurship*. Oxford: Routledge.

Empson L, Muzio, D., Broschak, J., Hinings, B. (eds) (2015). *Oxford Handbook of Professional Services Firms*. Oxford Handbooks. Oxford: Oxford University Press.

Sommerlad, H., Webley, L., Duff, L., Muzio, D., and Tomlinson, J. (2014) *Diversity in the legal profession in England and Wales: A qualitative study of barriers and individual choices*. (London: University of Westminster Law Press)

Muzio, D., Ackroyd, S. and Chanlat, J.F. (eds) (2007) *Redirections in the Study of Expert Labour: Established Professions and New Expert Occupations* (Basingstoke: Palgrave)

Journal Articles under Review

Faulconbridge, J. and Muzio, D. Field Partitioning as an evolutionary dynamic: the contribution of subfields. *Organization Studies* - Revise and Resubmit (re-submitted October 2017)

Sabini, L., Muzio, D. and Alderman, N. 'The adoption of sustainable practices in project management: a systematic literature review' *International Journal of Project Management* Revise and Resubmit (due April 2018)

Tomlinson, J., Valizade, D., Muzio, D., Charlwood, A., and Aluack. S. 'Privileges and Penalties in the Legal Profession: An intersectional analysis of career progression' *British Journal of Sociology* (submitted November 2017)

Giazitzoglu, A. and Muzio, D. (2017) 'How do working class recruits in the ICT sector experience their transition to professional careers?' *New Technology Work and Employment* (Submitted November 2017)

Faulconbridge, J. and Muzio, D. (2016) The commensurability of rankings: financialized discourses and the evolution of the English legal profession. *Accounting, Organization and Society* (submitted September 2017)

Journal Articles

Curie, G., Gabbioneta, C., Faulconbridge, J. , Muzio, D., And Richmond, J. (2018) 'Professional Misconduct in Healthcare: Developing a Balanced Research Agenda for Work Sociology'. *Work Employment and Society* - forthcoming

Faulconbridge, J. and Muzio, D. 'Karl Polanyi on strategy: the effects of culture, morality and double-movements on embedded strategy ' *Critical Perspectives on Accountancy* - forthcoming

Tomlinson, J., Valizade, D., Muzio, D., Charlwood, A., and Aluack. S. 'Privileges and Penalties in the Legal Profession: An intersectional analysis of career progression' *British Journal of Sociology* - - forthcoming

- Faulconbridge, J. and Muzio, D. (2016) Global professional service firms and the challenge of institutional complexity: 'field relocation' as a response strategy. *Journal of Management Studies* 53(1): 89-124
- Carter, C., Muzio, D, and Spence, C. (2015) Scoping an Agenda for Future Research into the Professions. *Accounting, Audit and Accountability Journal* 28(8) 1198-1216
- Hodgson, D., Paton, S. and Muzio, D. (2015) Something Old, Something New? Competing Logics and the Hybrid Nature of New Corporate Professions *British Journal of Management*, 26(4) 745-759
- Faulconbridge, J. and Muzio, D. (2015) Transnational corporations shaping institutional change: The case of English law firms in Germany. *Journal of Economic Geography*, 15(6): 1195-1226
- Brock, D., Leblebici, H. and Muzio, D. (2014) 'Understanding professionals and their workplaces: The mission of the Journal of Professions and Organization ' *Journal of Professions and Organization*, 1(1): 1-15
- Muzio, D., Brock, D. and Suddaby, R. (2013) 'Professions and Institutional Change: Towards an Institutional Sociology of the Professions' *Journal of Management Studies*, 50(5): 699-721
- Muzio, D. and Faulconbridge, J. (2013) 'The global professional service firm: 'one firm' models versus (Italian) distant institutionalised practices.' *Organization Studies*, 34(7): 897-925
- Tomlinson, J., Muzio D., Sommerlad, H., Webley, L., and Duff, L. (2013) 'Structure, agency and the career strategies of women and BME individuals in the legal profession.' *Human Relations*, 66(2): 245-269
- Paton S, Hodgson D, Muzio D. (2013) 'The Price of Corporate Professionalisation: Analysing the corporate capture of professions in the UK and consequences for expert labour.' *New Technology, Work and Employment*, 28(3): 227-240
- Cook, A., Faulconbridge, J. and Muzio, D (2012) 'London's legal elite: Recruitment through cultural capital and the reproduction of exclusivity' *Environment and Planning A*, 44(7): 1744-1762
- Muzio, D. and Tomlinson, J. (2012) 'Gender, diversity and inclusion in professions and professional organizations: Setting the scene and the agenda for research'. *Gender, Work and Organization*, 19(5): 455-466.
- Faulconbridge, J., Muzio, D. and Cook, A. (2012) 'Learning to be a lawyer in transnational law firms: communities of practice, institutions and identity regulation'. *Global Networks*, 12(1): 48-70.
- Faulconbridge, J. and Muzio, D. (2012) 'Professions in a globalizing world: Towards a transnational sociology of the professions' *International Sociology*, 27(1): 1-17

- Bolton, S., Muzio, D., and Boyd, C. (2011) 'Making Sense of Modern Medical Careers: The Case of the UK's National Health Service', *Sociology*, 45(4): 682-699
- Muzio, D., Kirkpatrick, I. and Kipping, M. (2011) 'Professions, Organizations and the State: Applying the Sociology of the Professions to the Case of Management Consultancy'. *Current Sociology*, 59(6): 805-824
- Muzio, D., and Kirkpatrick, I. (2011) 'Reconnecting the Study of Professional Organizations with the Study of Professional Occupations'. *Current Sociology*, 59(4): 389-405
- Muzio, D., Hodgson, D., Faulconbridge, J., Beaverstock, J. and Hall, S. (2011) 'New and Old Professionalism: The Case of Management Consultancy and Project Management' *Current Sociology*, 59(4): 443-464
- Faulconbridge, J. and Muzio, D. (2009) 'Locating Financialization: Situated Financial Practices in English Law Firms' *Journal of Economic Geography*, 9(5): 641-661
- Muzio, D. and Faulconbridge, J. (2009) 'Legal Education, Globalization and the Cultures of Professional Practice'. *Georgetown Journal of Legal Ethics*, 22(4): 1335-1360
- Bolton, S. and Muzio, D. (2008) 'The Paradoxes of the Feminised Professions: Law, Management and Teaching'. *Work, Employment and Society*, 22(2): 281-299
- Faulconbridge, J., Beaverstock, J., Muzio D. and Taylor P. (2008) 'Globalizing Law Firms and the Expansion of the US and English Legal Profession' *North-Western Journal of International Law and Business* 28(3): 455-488.
- Faulconbridge, J. and Muzio, D. (2008) 'Organizational Professionalism in Global Law Firms'. *Work, Employment and Society*, 22(1): 7-25
- Faulconbridge, J. and Muzio, D. (2007) 'Re-inserting the Professional in the Study of PSFs' *Global Networks*, 7(3): 249-270
- Ackroyd, S. and Muzio, D. (2007) 'The Reconstructed Professional Firm Explaining Change in English Legal Practices' *Organization Studies*, 48(5): 1-19.
- Bolton, S and Muzio, D. (2007) 'Can't Live with 'Em; Can't Live Without 'Em: Gendered Segmentation in the Legal Profession', *Sociology*, 41(1): 47-61.
- Muzio, D. and Bolton, S. (2006) 'L'Esercito di Riserva: Femminizzazione e Profitto nella Professione Legale Inglese'. *Economia & Management*, 5(1): 107-117
- Muzio, D. and Bolton, S. (2006) 'Feminization and Paradox: Stratification and Segmentation in Professional Contexts'. *Irish Journal of Management*, Special Issue: 79-93

Muzio, D. and Ackroyd, S. (2005) 'On the Consequences of Defensive Professionalism: the Transformation of the Legal Labour Process'. *Journal of Law and Society*, 32(4): 615-642

Muzio, D. (2004) 'The Professional Project and the Contemporary Re-Organization of the Legal Profession in England and Wales'. *International Journal of the Legal Profession*, 11(1): 33-51

Chapters in Books

Faulconbridge, J and Muzio, D (2017) 'Global Professional Service Firms and Institutionalization' In Seabrooke, L. and Henricksen, L. (eds) *Professional networks in transnational governance*. Cambridge: Cambridge University Press

Muzio, D, Gabionneta, C., Faulconbridge, F. and Greenwood, R. (2016) 'Wrongdoing and the Professions' in Palmer Smith-Crowe, and Greenwood (Eds) *Organizational Wrongdoing*. Cambridge: Cambridge University Press

Webley L., Tomlinson J., Muzio D., Sommerlad H., and Duff L. (2016) Access to a Career in the Legal Profession in England and Wales: Race, Class, and the Role of Educational Background in Headworth S., Nelson B., Dinovitzer R. and Wilkins D. (eds) *Diversity in Practice: Race, Class, and Gender in Legal and Professional Careers*. Cambridge: Cambridge University Press

Faulconbridge, J. and Muzio, D. (2015) Financialization and the law firm, in Sommerlad, Harris-Short, Vaughn and Young (eds) *The Futures of Legal Education and the Legal Profession*. London: Hart Publishing.

Faulconbridge, J. and Muzio, D. (2015) 'Professions and Institutional Change' in Seabrooke, L. and Henricksen, L.F. (eds) 'Professions and Organizations in Transnational Governance'. Oxford: Oxford University Press

Empson L, Muzio, D., Broschak, J., Hinings, B. (2015) 'Introducing PSFS' in Empson L, Muzio, D., Broschak, J., Hinings, B. (eds) *Oxford Handbook of Professional Services Firms*. Oxford: Oxford University Press

Suddaby, R. and Muzio, D. (2015) 'Theoretical Approaches to the Study of PSFS' in Empson L, Muzio, D., Broschak, J. and Hinings, B. (eds) *Oxford Handbook of Professional Services Firms*. Oxford: Oxford University

Muzio, D. and Flood, J. (2013) 'Entrepreneurship, Managerialism and Professionalism in Action: The Case of the Legal Profession' in Reihlen, M. and Werr, A. (ed) *The Handbook of Entrepreneurship in Professional Services*. London: Edward Elgar

Hodgson, D. and Muzio, D. (2011) 'The Professionalization of Project Management' in Morris, P. (ed) *The Oxford Handbook Project Management*. Oxford: Oxford University Press

Muzio, D., Ackroyd, S. and Kirkpatrick, I. (2011) 'The Occupational and Organisational Development Project of Management Consultancy: Or Why Management Consultancy is not a Profession.' in Clark, T. and Kipping, M. (eds) *The Oxford Handbook Management Consulting*. Oxford: Oxford University Press.

Muzio, D. and Bolton, S. (2008) "L'Esercito di Riserva: Femminizzazione e Profitto nella Professione Legale Inglese" (with Sharon Bolton), in C Bertocchi (Ed) *La Liberta'*. Proctor: Bologna.

Muzio, D. and Ackroyd, S. (2007) 'Change in the Legal Profession: Professional Agency and the Legal Labour Process' in Muzio, D., S. Ackroyd, and J.F. Chanlat (eds) *Redirections in the Study of Expert Labour: Medicine, Law, and Management Consultancy*. Basingstoke: Palgrave

Muzio, D. and Ackroyd, S., Chanlat, J.F. (2007) 'Redirections in the Study of Expert Labour: Lawyers, Doctors and Business Consultants', in Muzio, D., Ackroyd, S. and Chanlat, J.F. (eds) *Redirections in the Study of Expert Labour: Established Professions and New Expert Occupations*. Basingstoke: Palgrave

Muzio, D. (2007) 'Le Professioni e l'Assalto Neo-Liberale: Lezioni Inglese' in Bertocchi, C (ed) *La Vita Intellettuale: Professioni, Arte, Impresa in Italia e nel Pianeta*. Bologna: Proctor

Kipping, M., Kirkpatrick, I. and Muzio, D. 'Overly Controlled or Out of Control? Management consultants and the new corporate professionalism' in Craig, J. ed. (2006) *Production Values: Futures for Professionalism*. London: Demos.

Reports

Aluack, S., Charlwood, A., Muzio, D., Tomlinson, J. and Valizade, D. (2017) 'Mapping advantages and disadvantages: Diversity in the legal profession in England and Wales' – Solicitor Regulatory Authority funded report

Kirkpatrick, I., Muzio, D., and Aluack, S. (2017) 'From Practice to Profession; Exploration of the current status, perceptions and future pathways' – American Society of Association Executives funded report

Sommerlad, H., Webley, L., Duff, L., Muzio, D., and Tomlinson, J. (2010) 'Diversity in the legal profession in England and Wales: A qualitative study of barriers and individual choices' Legal Services Board Funded Report

Faulconbridge, J., Muzio, D. and Cook, A. (2010) 'Professional education, global professional service firms and the cultures of professional work in Europe'. ESRC Grant Report

Faulconbridge, J., and Muzio, D. (2007) 'Legal Services in the North-West: Challenges and Opportunities'. Report for Lancaster University's Centre for Land and Society

Antonacopoulou, E and Muzio, D. (2007) 'Professionalism, Regulation and Procurement: Addressing the Challenges of Quality and Risk in Management Consultancy', AIM/GNOSIS report

Antonacopoulou, E and Muzio, D. (2006) 'Challenges and Opportunities in Management Consultancy: Setting an Agenda for Future Competitiveness', AIM/GNOSIS report

Articles under Preparation

Muzio, D., Kipping, M., Kirkpatrick, I., and Hinings, B. 'Governance units and field evolution dynamics: The case of management consulting in the UK' To be submitted to *Organization Science*.

Gabbioneta, C., Currie, G., Dinovitzer, R. Faulconbridge, J. and Muzio, D. 'Wrongdoing in and by professional organizations – setting a conceptual framework and research agenda' – to be submitted to *Human Relations*

KEYNOTES AND CONFERENCE PAPERS

Keynotes and Invited Seminars

- 2017** 'Professional wrongdoing: a conceptual framework'. (Durham University, 11/2017)
- 2017** 'Professional wrongdoing: a conceptual framework'. (Ben Gurion University, Bersheva, Israel,3/2017)
- 2016** 'Professionalism in a contemporary world: Key trends, debates and perspectives'. Plenary at Roma TRE conference on professional organizations (Roma, 03/2016)
- 2015** 'Professionalism in a contemporary world: Key trends, debates and perspectives'. Plenary at APISOT conference (Lisbon, 10/2015)
- 2015** Global professional service firms and the challenge of institutional complexity: 'field relocation' as a response strategy. University of Oslo and Akershus (May, 2015)
- 2015** 'Governance units and field evolution dynamics: The case of management consulting in the UK' (York University, 3/2016)
- 2014** 'Structure, agency and career strategies of white women and black and minority ethnic individuals in the legal profession'. Gender, professions and society seminar series (Newcastle University, 3/2014)
- 2013** 'Financial metrics and the reorganization of the legal profession' University of Birmingham Centre for Professional Legal Education and Research (Birmingham, 10/2013)
- 2013** 'Professions and Institutional Change' (2nd Professions in International Political Economies Seminar, Milan, 6/2013)
- 2013** 'Information Technology in the sociology of the professions', Royal Holloway conference on professions and IT (London, 6/2013)
- 2013** 'Equality and diversity in the legal profession in England and Wales: The importance of the 'right' educational and social

- background to chances of success'(Conference of the Research Group on Legal Diversity, Chicago, 5/2013)
- 2013** 'The globalization of law firms and the impact of local institutions' (Manchester Law School, 5/2013)
- 2013** 'The global professional service firm: 'one firm' models versus (Italian) distant institutionalised practices' (University of Newcastle, 2/2013)
- 2012** 'The organizational capture of professions: the case of management consultants' (Cass Business School, 9/2012)
- 2012** 'Changing Patterns of Legal Careers in an Employed Context' AIJA (International Association Young Lawyers) 50th year celebratory event (Paris, 6/2012)
- 2012** 'Professions in a Globalizing World' (1st Professions in International Political Economies Seminar, Copenhagen Business School, June 2012)
- 2011** 'Structure, agency and the career strategies of women and BME individuals in the legal profession' (University of Manchester, 30/5/2011)
- 2012** 'Impact or Scientific Rigour: Tensions in Future Research Practice'. Manchester Business School Annual Doctoral Conference (15/5/2011)
- 2012** 'Structure, agency and the career strategies of women and BME individuals in the legal profession' (University of Sydney, 28/2/2011)
- 2012** 'The global professional service firm: 'one firm' models versus (Italian) distant institutionalised practices' (Cass Business School, 5/2012)
- 2011** 'Institutional heterogeneity and country-level effects: the failure of the 'one firm' strategy in Italy' (University of Bath, 16/11/2011)
- 2011** 'The Organizational Capture of Professions' The Centre for Professional Work and Careers (Loughborough University, 29/9/2011)
- 2010** 'Financialization and the Law Firm' Onati Institute on the Sociology of Law (Onati, 26/11/2010)

- 2010** 'Institutional legacies in TNCs and their management through training academies: the case of transnational law firms in Italy' USG Working Conference 'Organizing Professionalism: European Perspectives' (Utrecht, 19/10/2010)
- 2010** 'Professions and Institutional Change' Paper presented at the CRMP seminar, Manchester Business School (Manchester, 5/2010)
- 2010** 'Professionalismo ed istituzioni: la formazione dell'avvocato internazionale' Faculty of Management Departmental Seminar, Università Cattolica (Rome, 11/4/2010)
- 2010** 'Professionals in a global world: towards a transnational sociology of the professions'. Advanced Institute of Management Workshop on Professions and Globalization (York, 25/2/2010)
- 2010** 'Learning to be a lawyer in transnational law firms: communities of practice, institutions and identity regulation'. Westminster University Law School (London, 10/2/2010)
- 2009** 'Professionalismo Senza Professioni', Faculty of Management Departmental Seminar, LUISS Guido Carli, (Rome, 20/5/2009)
- 2009** 'Law as big business: ethical tensions in a commercialized profession', Centre for Research on Socio-Economic Change, University of Manchester (Manchester, 9/5/2009)
- 2009** 'Legal Education, Globalization and the Cultures of Professional Practice', Georgetown Symposium on Empirical Research on the Legal Profession. (Georgetown University, Washington, 3/3/2009)
- 2009** 'From association led to firm led professionalism: The case of British management consultancy', Bristol Business School, departmental seminar series (Bristol, 11/2/09)
- 2008** 'Il Legal Services Bill: Opportunita', Tensioni e Minacce' Plenary Delivered at conference 'Costruire lo Studio Legale Associato' (Milan, 3/10/08)
- 2008** 'Lo Studio Associato: Opportunita' per i Giovani Avvocati'. Plenary delivered at LexExpo (Cervia, Italy, 15/5/08)
- 2008** 'Financilaization by Proxy: The Case of City Law Firms' - (with James Faulconbridge). Lancaster University Management School,

Centre for Strategy (22/4/2008)

- 2008** 'The Profession of Gender: the Case of the Legal Profession in England and Wales'. Leeds Metropolitan University's Centre of Law and Diversity, Departmental seminar series (2/4).
- 2008** 'Professionalism without Professions: The Case of UK Management Consultancy'. University of St Andrews Management School , Department seminar series (St Andrews, 20/2).
- 2008** 'Professionalismo, Femminizzazione e Liberta'. Plenary delivered at the international conference: La Liberta' (Bologna, Italy, 14/2/08)
- 2007** 'Organizational Professionalism: Autonomy, Discretion and Management in Large Law Firms' – Plenary delivered with James Faulconbridge at the American Bar Foundation Law Firms Working Group annual meeting (Chicago USA , 10/2007)
- 2007** 'The Professions and the Neo-liberal Onslaught: Collective Responses and Individual Agency'. Paper delivered (18/7) at the departmental seminar of the Work and Employment Relations section, Leeds University Business School.
- 2007** 'L'Etica delle Professioni Legali'. Plenary delivered at 'La Fiera delle Professioni Giuridiche' (Milano Marittima, Italy , 5/2007)
- 2007** 'Il Marketing degli Studi Legali'. Plenary delivered at the Associazione Italiana Giovani Avvocati (Latina, Italy , 4/2007)
- 2007** 'Le Professioni e L'Assalto Neo-Liberale: Lezioni Inglesi'. Plenary delivered at 'La vita intellettuale. Professioni, arte e impresa in Italia e nel pianeta' (Bologna, Italy, 2/2007)
- 2004** 'Professionalism, Archetype Theory and the Re-Organisation of the Legal Profession in England and Wales' Paper delivered (5/2004) at the workshop on 'Professional Organisations' at Oxford's Said Business School
- 2003** 'Continuity and the Development of Professionalism'. Paper delivered (11/2003) to the BINO departmental seminar series at Lancaster Management School.

Conference Papers

- 2017** Faulconbridge, J. and Muzio, D. Field Partitioning as an evolutionary dynamic: the contribution of subfields. AOM (Atlanta , 8/2017)

- 2017** Muzio, D. National Varieties in Corporate Governance. Symposium on Governance in Professional Services Firms AOM (Atlanta , 8/2017)
- 2017** Barone, E. Valsecchi, R. and Muzio, D. The Italian accountancy profession: a tale of mutual antagonism. Egos (Copenhagen, 7/2017)
- 2017** Tomlinson, J., Valizade, D., Muzio, D., Charlwood, A., and Aluack, S. 'Privileges and Penalties in the Legal Profession: An intersectional analysis of career progression'. Society for Advanced Socio-Economic Studies (Lyon, 6/2017)
- 2017** Faulconbridge, J. and Muzio, D. Field Partitioning as an evolutionary dynamic: the contribution of subfields. New Institutionalism Conference (Jerusalem, 3/2017)
- 2016** Faulconbridge, J. and Muzio, D. Field Partitioning as an evolutionary dynamic: the contribution of subfields. Networks in Finance Conference (Manchester, 12/2016)
- 2016** Muzio, D., Kipping, M., Kirkpatrick, I., and Hinings, B. 'Governance units and field evolution dynamics: The case of management consulting in the UK' AOM (Anaheim, 8/2016)
- 2016** Faulconbridge, J. and Muzio, D. (2016) The commensurability of rankings: financialized discourses and the evolution of the English legal profession. Egos (Naples, 7/2016)
- 2015** Muzio, D., Kipping, M., Kirkpatrick, I., and Hinings, B. Governance units and field evolution dynamics: The case of management consulting in the UK. Association of Business Historians (Newcastle, 5/2015)
- 2015** Suddaby, R. and Muzio, D. 'Theoretical perspectives on the professions'. AOM (Vancouver, 8/2015)
- 2015** Muzio, D., Gabioneta, C., Faulconbridge, F. and Greenwood, R. 'Wrongdoing and the Professions' Professional Services Firms Conference (Oxford , 7/2015)
- 2015** Faulconbridge, J. and Muzio, D. Global professional service firms and the challenge of institutional complexity: how field dynamics and receptive geographical fixes influence responses to complexity. Society for Advanced Socio-Economic Studies. (London, 7/2015)
- 2015** Faulconbridge, J. and Muzio, D. A tale of two cities: field creation dynamics and the global city. International Sociological Association, Milan (3/2015)

- 2014** 'Financialization and the Law Firm' Centre for Socio-Economic Change Annual Conference, Manchester (9/2014)
- 2014** 'Global professional service firms and the challenge of institutional complexity: how field dynamics and receptive geographical fixes influence responses to complexity', Professional Services Firms Conference (Washington , 8/2014)
- 2014** 'Global professional service firms and the challenge of institutional complexity: how field dynamics and receptive geographical fixes influence responses to complexity', AOM (Philadelphia , 8/2014)
- 2014** 'Global professional service firms and the challenge of institutional complexity: how field dynamics and receptive geographical fixes influence responses to complexity', EGOS (Rotterdam , 7/2014)
- 2014** 'The Occupational Capture of Professions: The Case of Management Consulting', Association of Business Historians (Newcastle, 6/2014)
- 2014** 'Global professional service firms and the challenge of institutional complexity: how field dynamics and receptive geographical fixes influence responses to complexity', Professions Fest Conference (Edinburgh , 5/2014)
- 2014** 'Global professional service firms and the challenge of institutional complexity: how field dynamics and receptive geographical fixes influence responses to complexity', JMS Complexity Conference (Cambridge, 3/2014)
- 2013** 'Transnational corporations and institutional change: institutional (in)stability determining firm strategy and impacts. The case of English law firms in Germany', Critical Management Studies Conference (Manchester, 7/2013)
- 2013** 'Profession and Institutional Change: Towards an Institutional Sociology of the Professions', Critical Management Studies (Manchester, 7/2013)
- 2013** 'The global professional service firm: 'one firm' models versus (Italian) distant institutionalised practices', Society Advanced Socio-Economic Studies (Milan, 6/2013)
- 2012** 'Structure, agency and the career strategies of women and BME individuals in the legal profession'. Academy of Management (Boston, 6/8/12)

- 2012** 'Institutional heterogeneity and country-level effects: the failure of the 'one firm' strategy in Italy'. EGOS (Helsinki, 7/2012)
- 2012** 'Structure, agency and the career strategies of women and BME individuals in the legal profession'. British Sociological Association (Leeds, 4/2012)
- 2011** 'The Organizational Capture of Professions'. ITAIS (Rome, 10/10/2011)
- 2011** 'Institutional heterogeneity and country-level effects: the failure of the 'one firm' strategy in Italy'. Academy of Management (San Antonio, 12/8/2011)
- 2011** 'Structure, agency and the career strategies of women and BME individuals in the legal profession'. Law and Society Association (San Francisco, 6/2011)
- 2010** 'Professionalism without professions: the case of management consultants'. Academy of Management (Montreal, 10/8/2010)
- 2010** 'Institutional legacies in TNCs and their management through training academies: the case of transnational law firms in Italy'. EGOS (Lisbon, 1/7/2010)
- 2010** 'Locating Financialization: Situated Financial Practices in English Law Firms' EURAM (Rome, 21/5/10)
- 2010** 'Making Sense of Modern Medical Careers: The Case of the UK's National Health Service' International Research Society Public Management (Bern, 4/2010)
- 2009** 'Professionals in a global world: towards a transnational sociology of the professions'. SASE (Paris, 11/07/09)
- 2009** 'Reconnecting Professions and Organizations: Examples from Law and Management Consultancy'. EGOS (Barcelona, 3/07/09)
- 2008** 'Reconnecting the Study of Professional Occupations with the Study of Professional organizations: The Case of British Management Consultancy'. International Sociological Association World Forum (Barcelona, 5-8/09/08)
- 2008** 'Reconnecting Local and Global Professionalism: Towards a Transnational Sociology of the Professions'. International Institute of Sociology World Congress (Budapest, 25-30/06/08)
- 2008** 'Towards Corporate Professionalism: The Case of Management

- Consultancy and Project Management’. Labour Process Conference (Dublin, 17-20/03/08)
- 2007** ‘The Legal Profession in a Changing World: Challenges and Opportunities’. Roundtable discussion held at the Solicitors in the North-West conference, (Lancaster, 27/9).
- 2007** ‘Financialization and the Law Firm’. Geographical Society Annual Meeting (London, 30/8).
- 2007** ‘Organizing and Managing Legal Work in England: Exploring the Multiple Strategies of Firms and Professional Experiences of Corporate Lawyers’. Law and Society Association (Berlin, 26/7)
- 2007** ‘Professionalism, Regulation and Procurement: Addressing the Challenges of Quality and Risk in Management Consultancy’. AIM/GNOSIS Research Forum on Management Consultancy (London Business School, 3/2007)
- 2006** ‘Redirections in the Study of Expert Labour: Doctors, Lawyers and Management Consultants’. Lancaster University Institute of Advanced Studies first annual conference (Lancaster, 9/06)
- 2006** ‘Organizational Professionalism in Global Law Firms’ International Sociological Association’s World Congress of Sociology (Durban, South Africa 8/2006)
- 2006** ‘Professionalism without Professions: the Case of Management Consultants’. EGOS (Bergen, Norway 7/2006)
- 2006** ‘Organizational Varieties of Professionalism in Global Law Firms’. SASE (Trier, 6/2006)
- 2006** ‘Organizational Professionalism in Global Law Firms’. Clifford-Chance Conference on Professional Services Firms (Barcelona, 6/2006)
- 2006** ‘I Paradossi della Femminizzazione: il Caso delle Occupazioni Professionali’. VII Workshop dei Docenti di Organizzazione Aziendale (Salerno, Italy 2/2006)
- 2006** Co-organizer of a workshop on ‘The Corporations in a Knowledge-Based Economy’ held at Lancaster University’s Institute of Advanced Studies (1/06)
- 2005** ‘Professional Organizations and Professional Occupations’. Poster session delivered at Lancaster University’s Institute of Advanced Studies (11/05)

- 2005** 'The Paradoxes of the Feminised Professions: Law, Management and Teaching'. Irish Academy of Management (Galway 9/2005)
- 2005** 'Professionalism as a Project: Continuity, Polarization and Exploitation in the Legal Profession in England and Wales'. Socio-Legal Studies Association Conference (Liverpool 3/2005)
- 2005** 'Can't Live with 'Em; Can't Live Without 'Em: Gendered Segmentation in the Legal Profession'. Labour Process Conference (Glasgow 3/2005)
- 2004** 'Structural Transformation as a Political Outcome.' EGOS (Ljubljana, 7/2004)
- 2004** 'Understanding Change in the Professional Organisation: More Evidence from the British Legal Profession.' Paper delivered () EURAM (St. Andrews, 5/2004.
- 2004** 'Understanding recent changes in the legal labour process'. Labour Process Conference (Amsterdam, 4/2004)
- 2003** 'The End of Professionalism?' Work Employment Unit Conference (Cardiff, 9/2003)

Practitioner /User Engagement

- 2014** 'Globalization and the law' International Bar Association Roundtable (London, 4/2014)
- 2013** 'The global professional service firm: 'one firm' models versus (Italian) distant institutionalised practices', Associazione Studi Legali Associati, (Milano, 6/2013)
- 2012** 'Changing Patterns of Legal Careers in an Employed Context' AIJA (International Association Young Lawyers) 50th year celebratory event (Paris, 6/2012)
- 2010** 'Diversity in the legal profession in England and Wales: A qualitative study of barriers and individual choices?' Report presented at Westminster Law School (10/2010)
- 2010** 'Professional education, global professional service firms and the cultures of professional work in Europe?' Report presented at the City of London Law Society Learning, Training and Education Group (7/2010)

- 2010** ‘Professional education, global professional service firms and the cultures of professional work in Europe?’ Report presented at the Legal Services Board (5/2010)
- 2009** ‘Professional education, global professional service firms and the cultures of professional work in Europe?’ Report presented at the Solicitor Regulation Authority (4/2010)

CONFERENCE/SEMINAR ORGANISATION

Conferences

International Labour Process Conference (Leeds; 4/2011). I have organized the 29th edition of this conference, which with 280 delegates was, at the time, the second biggest in the conference’s history

Steams, workshops and masterclasses

Egos Standing Work Group ‘Management, Occupations and Professions in a Social Context’ (2016-2020) – Co-convenor of 4 annual conference tracks.

Academy of Management (Chicago, 8/2018) – Professional Development Workshop on Collaboration and Competition in Professional Organizations

Professions Fest (King’s College, 5/2018) – Co-organizer workshop on professions and professional work

Professions Fest (Lancaster, 9/2017) – Co-organizer workshop on professions and professional work

Academy of Management (Atlanta, 8/2017) – Professional Development Workshop on Theoretical Approaches to Studying Professional Organizations

Academy of Management (Anaheim, 8/2016) – Professional Development Workshop on Methodological Approaches to Studying Professional Organizations

Academy of Management (Vancouver, 8/2015) – Symposium on the Management of Professional Services Firms

Academy of Management (Vancouver, 8/2015) – Professional Development Workshop on Methodological Approaches to Studying Professional Organizations

Professions Fest (Warwick, 5/2014) – Co-organizer workshop on professions and professional work

ITAIS Conference (Genoa, 12/2014) – Convener track ‘Professional skills, certification of curricula, on-line education and communities’

Society for Advanced Management Studies (Newcastle, 6/2014) – Doctoral and early career masterclass on researching professions and professional organizations

Professions Fest (Edinburgh, 4/2014) – Co-organizer workshop on professions in a globalizing world

ITAIS Conference (Milan, 12/2013) – Convener track ‘Professional skills, certification of curricula, on-line education and communities’

Society for Advanced Management Studies (London, 9/2013) – Doctoral and early career masterclass on researching professions and professional organizations

Academy of Management (Orlando, 8/2013) – Professional Development Workshop on *The Journal of Professions and Organization*

Academy of Management (Orlando, 8/2013) – Symposium on Professional Services Firms

Critical Management Studies (Manchester, 7/2013) – Panel on ‘Institutional Theory and Critical Management Studies’

Critical Management Studies (Manchester, 7/2013) – Co-convenor stream on ‘Professions and the New International Political Economy’

ISA World Forum of Sociology – Research Committee ‘Sociology of Organizations’ (Buenos Aires, 8/2012) Convenor for the stream ‘Globalization and its impacts on professional occupations and organizations’.

ITAIS Conference (Rome, 10/2011) – Convener track ‘Professional skills, certification of curricula, on-line education and communities’

ITAIS Conference (Naples, 10/2010) – Convener track ‘Professional skills, certification of curricula, on-line education and communities’

ISA World Congress of Sociology – Research Committee ‘Sociology of Organizations’ (Goteborg, 7/2010) Convenor for the stream ‘Reconnecting Professional Occupations with Professional Organizations’.

ESRC Seminar Series – Globalization and the Professions (Nottingham, 4/2009) Co-organizer for the launch event in this seminar series.

ESRC Seminar Series – Re-conceptualizing Contemporary Professions (Lancaster, 1/2009) Co-organizer for the launch event in this seminar series.

ISA 1st World Forum of Sociology – Research Committee ‘Sociology of Organizations’ (Barcelona, 9/2008) Convenor for the stream ‘Reconnecting Professional Occupations with Professional Organizations’.

ISS 38th World Congress of Sociology (Budapest, 6/2008) Co-convenor for the stream ‘Global and Local Professionalism: Tensions, Dynamics and Implications’.

Institute of Advanced Studies (Lancaster, 9/2007) Co-organiser of a workshop on the Professions in the North-West.

AIM Capacity Building Event on Professionalism in Management Consultancy (London, 09/2007) Co-Organiser of this AIM funded research forum on ‘Innovation and Competitiveness in Management Consultancy’. This is part of a broader AIM/Gnosis project on competitiveness in the UK economy.

Critical Management Studies (Manchester, 7/2007) Co-convenor for the stream ‘New perspectives in the study of professionalism: Reconnecting professional organisations with professional occupations’.

AIM Capacity Building Event on Professionalism in Management Consultancy (London Business School, 03/2007) Co-Organiser of this AIM funded research forum on ‘Professionalism, Regulation and Procurement in Management Consultancy’. This is part of a broader AIM/Gnosis project on competitiveness in the UK economy.

AIM Capacity Building Event on Research in Management Consultancy (London Business School, 11/2006) Co-Organiser of this AIM funded research forum on ‘Challenges and Opportunities in Management Consultancy’. This is part of a broader AIM/Gnosis project on competitiveness in the UK economy.

Institute of Advanced Studies (Lancaster, 9/2006) Organiser of the workshop on The Professions in the Knowledge Based Economy.

Institute of Advanced Studies (Lancaster, 1/2006) Organiser for the workshop on Corporations in the Knowledge Based Economy

Critical Management Studies (Cambridge, 7/2005) Co-convenor for the stream on Professionals and Knowledge Workers

RESEARCH FUNDING AND OTHER AWARDS

Under Preparation

- 2018** **ESRC (approx. £600,000)** – Co-I (with James Faulconbridge, Claudia Gabbioneta and Richard Moorehead) Understanding and managing ‘boundaries’ in professional misconduct

Pending Bids

- 2017** **ESRC New Investigator Grant (approx. £370,000)** – Mentor (with Jingqi Zhu PI) Ecologies of Internationalisation: The Internationalisation of British Accounting and Corporate Law Firms in China
- 2017** **British Academy of Management (£4000)** - PI (with Claudia Gabbioneta) Exploring the micro-foundations of corporate strategy: The case of UK law firms.

Successful Bids

- 2016** **Solicitor Regulatory Authority (£25,000)** – Co-I (with Sundeep Aluack, Jennifer Tomlinson, Andrew Charlwood and Danat Valizade) Mapping advantages and disadvantages: Diversity in the legal profession in England and Wales
- 2014** **European Commission ‘Marie Curie Fellowship’ (£135,000)** – PI – ‘The project of sustainability: the role of project management in developing a more sustainable economy and society
- 2014** **American Society of Association Executives (£25000)** – co-I (with Roy Suddaby and Ian Kirkpatrick) - Practice-to-Profession: Exploration of the current status, perceptions and future pathways’
- 2010** **Legal Services Board Grant (£ 42,000.)** – Diversity in the Legal Profession in England and Wales: A Qualitative Study of Barriers and Individual Choices – Co-I (with Hilary Sommerlad P.I and Jennifer Tomlinson, Liz Duff and Lisa Webley Co-Is). This project looked at diversity in the legal profession in England and Wales, focusing on how practitioners experience and react to unequal opportunities, biases and barriers in their professional careers.
- 2010** **Leeds University Business School seed-corn funding (£2200)** – the Internationalization of Professional Services Firms – This project used semi-structured interviews with elite practitioners and stakeholders to

look at how institutional barriers affected the internationalization strategies of English law firms in Italy.

- 2009** **World University Network Mobility Fund** (£3500) – I was granted this award to fund my visiting fellowship at the University of Alberta.
- 2009** **Socio-Legal Studies Association Small Grant** (£1500) - The legal Services Act and the Legal Services Market in England and Wales - Co-I (with John Flood P.I.) – This project conducted some preliminary research on the response of the English legal profession to the recent process of de-regulation initiated by the Legal Services Act.
- 2008** **ESRC Small Grant** (£98,000) – Professional Education, Global Professional Services Firms and the Cultures of Professional Work in Europe (Grant RES-000-22-2957) – Co-I (P.I James Faulconbridge). This grant sought to identify and analyze the tensions between the global strategies, procedures and systems deployed by global law firms and the local traditions, cultures, values and understandings in which the lawyers, they employ in their various jurisdictions, have been trained and socialized into. **This project has been rated as VERY GOOD by the ESRC**
- 2008** **ESRC Knowledge Transfer Partnership** (£120,000) – ‘Managing for Change’ – I was a consultant (PI Prof. Ian Kirkpatrick) on this partnership, between Leeds University Business School with Leeds Teaching Hospital.
- 2008** **ESRC Seminar Series** (£14000, raising to £20,000 through local match funding initiatives) - ‘Conceptualising the contemporary ‘professions’: interdisciplinary debates’ – PI (with James Faulconbridge, David Sugarman, Laura Empson, Jennifer Tomlinson and Jon Beaverstock Co-Is). This project consisted in the organization of a series of inter-disciplinary seminar series on the above topic.
- 2008** **Leeds University Business School Seed-corn Funding** (£1800) for researching processes of financialization in New York and London law firms.
- 2007** **Lancaster University Institute of Advanced Studies Seed Corn Funding** (£1000) - awarded for organizing a conference on the Legal Profession in the North-West. This is a joint initiative with Prof. David Sugarman in Lancaster Law School.
- 2006** **Advanced Institute of Management Scholar Award** (£3000) – awarded for the organization of a series of capacity building events on management consultancy. This research was affiliated to a broader initiative managed by AIM Senior Fellow Professor Elena Antonacopoulou.
- 2006** **Socio-Legal Studies Association Small Grant** (£1500) – The English Legal Field and Its Strategic Transformation - PI (with James

Faulconbridge Co-1) – This project consisted of some preliminary qualitative research on the reorganization of large UK based law firms.

- 2005** **Lancaster University Management School Priming Grant (£2500)**
– This project consisted of qualitative research of the professionalization processes in management consultancy.
- 2003** **ESRC Post-Doctoral Scholarship**
- 2003** **Lancaster University William Ritchie** – annual award to doctoral student to promote the attendance of international conferences outside of the applicant’s usual networks (conference attended World Congress of Philosophy – Istanbul)
- 2000** **ERSC Doctoral Scholarship**
- 1991** **Annual E.U Student Award** – the award was won for my dissertation on the role of the E.U. in the promotion of global economic development

Membership of Research Advisory Committees

- Pending** **European Research Council** ‘Expertise and the rule of law in practice’ (Rulex) with M. Mangset PI
- 2017** **Centro di ricerca sulle professioni (Ceprof)** University of Bologna, Italy.
- 2017-20** **ESRC** Working in the public interest? Spatial planning and the future of public service professional labour with M. Tait PI
- 2011-14** **European Research Council** ‘Professions in International Political Economies’ (PIPES) with L. Seabrooke PI

ESTEEM INDICATORS

Awards and recognitions

Emerald Literati Award for high cited work (2016)

Shortlisted for the best international paper by the Organization and Management Theory division of the Academy of Management (2016)

Learned Societies

Member of ESRC peer review college (from 2009)

Member of the Qatar national research fund peer review college

Member of the American Bar Foundation Working Data Group

Board member of the International Sociological Association's Research Committee 17 of 'Sociology of Organizations' (for three terms)

Advanced Institute of Management Scholar (Responsible for co-organizing a series of events on management consultancy)

Professional Bodies

Academic fellow of the International Council of Management Consultancy Associations (Sept, 2013 - ongoing)

Member on the Institute of Management Consultancies Professional Standards Review Group

Jury Member of the best Management Consultancy Research Award by the Worshipful Company on management Consultants (2015 – ongoing)

Member of the Italian Law Society (CNF) commission on early career lawyers in Italy

Invited by the Law Society to be one of 8 participants to working group on diversity and the professions chaired by Rt Hon Alan Milburn MP

Member of the Law Society strategy review group (2016)

TEACHING

I have a broad teaching portfolio covering: Organization Theory, Organization Behaviour, HRM, Leadership, Management Consulting, History of Management, Organizational Sociology, International Business and Research Methods. I have experience of teaching across the whole spectrum from 1st year UG to EX MBA, in a variety of national and corporate settings.

a. MBA and Executive MBA Level

Organization Behaviour (University of Newcastle – Executive MBA)

Strategic HRM (University of Newcastle - MBA)

Global Events in Leadership (University of Manchester - Global MBA)

I was the academic coordinator for the Global Events in Leadership module, which is the introductory module on the Manchester Global MBA. The course seeks to cover leadership notions whilst inducting students to the principles of experiential learning (the Manchester method) and socializing them in the three year MBA programme. The course is a significant logistical operation as it includes delivering 40 workshops (for a total of over a 1000 students) in nine centres across the world through managing team of 15 tutors. The course relies heavily on blended and student centred learning methods

People, Management and Organizations (University of Manchester - MBA)

I have been involved in the design and delivery of this core course on the Manchester MBA. This covers key notions in OT, OB and HRM and is delivered to two cohorts (120 students) as part of the MBS MBA. The course includes a mix of advanced student centred learning methods.

Management Consultancy (LUBS5672M – University of Leeds – MBA and Executive MBA)

While at Leeds University Business School, I have been responsible for designing and running this MBA elective which looks at consultancy theory and practice, using besides conventional lectures exercises, business simulations and testimonials from industry protagonists. This course has been accredited by the Institute of Business Consulting which is the only professional association in this area. Our students join the institute as

members, have access to the institute's resources and events and on completion of their studies will be awarded a diploma in management consultancy as well as their MBA. This course has established itself as the most popular option on the Leeds MBA, attracting over 80% of the entire cohort throughout its three year history. Based on the success of this module, I am currently designing a Masters version as well as a whole degree programme in Management Consulting

b. ADDITIONAL TEACHING

i. POSTGRADUATE TEACHING

Managing People and Organizations (University of Newcastle – MA in International Business)

I was responsible for the design and delivery of this large conversion course.

Leadership (University of Newcastle – MA in Employment Relations)

This course focused on teaching leadership to a cohort of experienced managers and trade union executives using various experiential learning methodologies.

Research Methods (University of Newcastle – Dual award MA – with University of Groningen)

Human Resource Management: An International Perspective (University of Leeds – Msc in Business Management)

I was responsible for the design and delivery this advanced post-experience module to a cohort of up to 20 practitioners (largely drawn from large manufacturing multinationals) on our MSC in Business Management run at Heilbronn in Germany. The course relies on a varied pedagogy which encourages student centred learning and adapts an international and comparative perspective.

Research Methods (LUBS5300M - University of Leeds - MA in Human Resource Management and Diversity Management).

I was module leader for this postgraduate course, which is design to provide a student with an awareness of the principal debates, techniques and methodologies behind research in the social sciences. The course

attracts a diverse audience with a strong international component. This is a successful course with 87% of students taking it thinking that the course objectives had been met and that the lectures were well structured and delivered.

ii. UNDERGRADUATE TEACHING

Contemporary Perspectives in International Business (Bus3035 – University of Newcastle)

I was responsible for the design and delivery of this large (250+) research led third year course. The course develops a distinct institutionalist perspective on the internationalization of business and focuses on the empirical case of Professional Services Firms. The course draws heavily on my published research

Managing the Modern Corporation (BMAN10812 – University of Manchester)

I have been module leader for this large 1st year course (400 students), which aims to introduce students to theories surrounding organizational behaviour. The course includes lectures on theory and on more applied topics.

Firms and Management in Comparative Perspective (BMAN22000 – University of Manchester)

I have delivered this 2nd year UG course (120 students) looking at the comparative study of business systems

Understanding Law Firms (LUBS 2870 – University of Leeds)

Law firms are expanding rapidly and developing increasingly sophisticated operations, which in turn require managerial procedures, strategic planning and corporate structures. Whilst an increasing number of law graduates aim to work in such environments very few of these students have any appreciation of the nature, characteristics, activities and practices of these firms and of the impact that this will have on their careers, experiences and working conditions as future corporate solicitors. This module, one of the first in its kind, sought to address this gap in our student's knowledge and to equip them with the relevant theories, conceptual tools and factual information necessary to gain an understanding of the realities of working and progressing within large commercial law firms. This module which was team taught with the Law Faculty attracted over 60 students in its first year of operation.

Business and Society – Social Theory (LUBS 1765 – University of Leeds)

I have developed this new module which introduces 1st year UG students to key concepts and theories in the sociology of work and organizations. On this module students learn about key ideas from the founding fathers (Durkheim, Marx and Weber) of sociology as well as more recent theoretical approaches to understanding work and organizations. The course seeks to both familiarize the students with some of the most influential sociological theories and to evaluate their use of as conceptual tools for the analysis of contemporary change in work and organizations

Business and Society – Organizational Theory (LUBS 1760 – University of Leeds)

I have developed this new module which provides 1st year UG students with a foundational understanding of mainstream organisational theory and its evolution, explaining key developments in the evolution of organisation theory and providing an account for the developments observed. The overall goal is to equip students with new ways of perceiving the management and organisation of work, as well as an understanding how the world of work is changing.

Organization of Business (LUBS 1770 – University of Leeds)

I have been module leader for this large 1st year course (250 students), which aims to introduce students to theories surrounding business models, practices and structures. The course includes lectures on theory and on more applied topics.

Strategic Human Resource Management (LUBS 3855 – University of Leeds)

I was module leader for this third year course (120+ students). This course provides an advanced account of strategic human resource management, exploring its realities and rhetorics in the broader context of a changing business world and political economy. The course is taught over two semesters. This is a successful course. 84% of students taking it viewed the lectures as being both interesting and well structured.

Management and Organisation I (Course O.W.T 100/101 – Lancaster University)

I was responsible for the design, organization and operation of this first year course. This course provides an introduction to management thinking and to the study of organisations. It attracts large student numbers (150+) from various backgrounds. This has necessitated the

development of a particularly innovative approach to student learning, which relies on student involvement, on the extensive use of videos and other teaching materials and on the support of post-graduates students. The course utilises an innovative mentoring scheme where third year students are used to help new recruits to make the transition to university life, to informally develop key academic skills and to gain an awareness of our department, its ethos and identity. In the last relevant year, this course, which is taught over two terms, has received a student feedback mark of 3.92 out of 5, with lectures receiving a score of 4.04. This was the highest mark of all first year courses taught in the school

Management and Organisation II (Course O.W.T 210 – Lancaster University)

I have been, over a 3 year period, jointly responsible for the management of this second year course, including its design, delivery, evaluation and administration. This course provides an introduction to organisational theory and assesses contemporary developments to organisational structures and managerial practices. Prior to this I have been course tutor for this particular module course for over 3 years. In this role I have managed most of the support workshops/ seminars and have been considerably involved in the delivery of lectures, essay marking and teaching support. The course is taught over three terms.

DOCTORAL STUDENTS

Charles Nnaji (4th year, VIVA Spring 2018) – Ethical decisions within strategic contracting

Miguel Del Rio (VIVA Scheduled 12/2017) - Business Model Analysis in the Media Industry: The case of Televisa

Aziz Aljaji (Successfully defended 1/2017) – The translation of leadership ideas in Saudi Arabia

Ali Naqvi (4th year – successfully defended 2015) - The role of management consultants in the institutionalization of Corporate Social Responsibility

Luca Sabini (4th year – successfully defended 6/2014) – The institutionalization of project management as a profession

Nick Jephson (4th year – successfully defended 29/1/2014) – Changing Careers and Experiences of Professionalism in Large Accounting Firms

I was also external examiner for Frans Beevort (Copenhagen Business School) and Lilas Skuntridaki (University of Strathclyde) and Internal for Chie Youzu (University of Manchester), Andrew Kozhevnikov (University of Newcastle) and Kathie Ross (University of Newcastle)

TEACHING QUALIFICATIONS

I hold a Certificate in Academic Practice from Lancaster University.

ADMINISTRATIVE ROLES

Founding director Newcastle University Business School 'Professions, Work and Organization' Research Group
<http://www.ncl.ac.uk/nubs/research/centres/pwo/>

Academic coordinator for the Global Events in Leadership module, on the Manchester Global MBA. The course covered leadership notions whilst inducting students to the principles of experiential learning (the Manchester method) and socializing them in the three year MBA programme. This course is a significant logistical operation as it included delivering 35 workshops (to over a 1000 students) in 9 centres across the world through a team of 15 tutors.

I have been Virtual Learning Environment Coordinator for Leeds University Business School for a 3 year period. This coincided with the introduction of our new Blackboard system. This post involved both operational duties, ensuring the smooth transition to and operation of the new VLE system, and strategic ones, participating to the development of our faculty and university VLE strategy

MA Programme Director, Leeds University Business School, Work and Employment Relation Division. I was responsible for overseeing or MA in HRM and MA in Diversity Management programmes, which included around 120 students

Leeds University Business School Research Discussion Group, founding member