

# Curriculum Vitae

## Sara Louise Muhr

Sara Louise Muhr  
Copenhagen Business School  
Department of Organization  
Kilen, Kilevej 14A, 4.  
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Denmark  
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### **Scientific Focus Areas**

HRM, Organization Culture, Organization Theory, Identity, Leadership, Gender, Diversity, Inclusion

### **Education**

March 2009    PhD, Copenhagen Business School  
2001-2002    MA Finance, University of Glasgow  
1999-2001    M.Sc. in Business Administration and Marketing (IMM), CBS  
1996-1999    B.Sc. in Business Administration and Philosophy (FLØK), CBS

### **Current Academic Positions**

Oct 2012 –    Professor (MSO), Copenhagen Business School, Department of Organization  
  
June 2012 –    Docent, University of Lund, School of Economics and Management  
  
May 2014 –    Senior research fellow (20 %), Stockholm School of Economics

### **Earlier Academic Positions**

July 2012 –    Associate Professor, Copenhagen Business School, Department of  
Sept 2018    Organization (on maternity leave from August 2012 – July 2013)

- Jan 2015 – Guest professor, University of Graz, Austria  
July 2015
- Jan 2012 – Associate Professor, University of Lund, (on part time leave from August  
Jul 2014 2012)
- Nov 2008 – Post-doc, University of Lund, Department of Business Administration  
Dec 2011
- Sep 2011 – External lecturer, Copenhagen Business School  
June 2012
- Oct 2007 – Post-doc, Copenhagen Business School, Dep. of  
May 2008 Intercultural Management and Communication.
- Aug 2003 - PhD Student, University of Southern Denmark and Copenhagen  
Oct 2007 Business School, Dep. of Management Politics and Philosophy: Viva held in  
March 2009 (on maternity leave from December 2004 – May 2006)

### **Managerial responsibility**

- 2018- Academic Director, CBS BiS Platform Diversity and Difference (with Dr. Dorte Lønsmann).
- 2012- Co-founder and co-facilitator (together with Annette Risberg and Sine N. Just) of  
2018 *Diversity & Difference*, a cluster under the Public-Private Platform.
- 2014 - Programme coordinator Cand Merc HRM & Cand Soc HRM (was in 2016 responsible for a major change in the structure of both programs).

### **Course development and coordination (a selection of recent courses)**

- 2018- Developed, coordinate and teach CBS executive course 'Diversity Management'.
- 2017- Developed, coordinate and teach obligatory cand.soc. HRM course in 'Organization Theory'.
- 2017- Developed, coordinate and teach PhD course in Advanced Topics in Leadership (with M. Larsson, IOA).
- 2016- Developed, coordinate and teach MBA course in Human Resource Management and Performance Management (with Allan Hansen, OM).
- 2015- Developed, coordinate and teach MPG course in 'Politiledelse' (Police management).

- 2015- Developed, coordinate and teach cand.merc. elective in Power, Culture and Politics in contemporary organizations.
- 2013- Develop, coordinate and teach obligatory cand.merc. HRM course in 'Organization'.
- 2012- Develop, coordinate, but don't teach various BA and MA electives in relation to the Cand merc/Soc program in HRM (e.g. Global People Management (BA), Personaledelse (BA), Human Resource Management (MA), Personalejura (MA)).

### **PhD and Post-doc Supervision**

- 1) Lotte Holck, Copenhagen Business School: Embedded diversity: A critical ethnographic study of the structural tensions of organizing diversity, Copenhagen Business School. Defended her thesis on June 25<sup>th</sup> 2015 (main supervisor).
- 2) Anna Pfeiffer, Lund University: Management by Recognition: An Interactionist Study of Normative Control in Voluntary Work, Lund University. Defended her thesis on March 11<sup>th</sup> 2016 (main supervisor).
- 3) Mikkel Marfeldt, Copenhagen Business School: The Chameleon Workforce: Assembling and Negotiating the Content of a Workforce. Defended his thesis on April 15<sup>th</sup> 2016 (co-supervisor).
- 4) Maya Flensburg Jensen, Copenhagen Business School: Boundaries of Professionalization at Work: An Ethnography-inspired Study of Care Workers Dilemmas at the Margin'. Viva held on December 6<sup>th</sup> 2017 (main supervisor).
- 5) Rachel Waldo, Lund University: 'Image and Identity Constructions in the Luxury Business'. Expected to finish June 2018 (co-supervisor).
- 6) Maria Krysfeldt Rasmussen, Copenhagen Business School: 'Talent Management in Hummel'. Expected to finish in March 2019 (main supervisor).
- 7) Jannick Friis Christensen, Copenhagen Business School: 'Norm critical diversity management: Developing new methods of intervention by bridging critical performativity theory with organisational practice and managerial discourse'. Expected to finish in February 2020 (main supervisor).
- 8) Sarosh Asad, Copenhagen Business School: 'CEO narcissism-TMT diversity interface: Implications for strategic decision making and firm performance'. Expected to finish January 2020 (co-supervisor).
- 9) Post doc (AVT) supervisor for Kirstine Zinck Pedersen, IOA, CBS.
- 10) Post doc mentor for Lotte Holck, CBS

### **PHD Assessment Committees**

- 1) Stuart Angus, Manchester Business School: 1. External examiner of PhD thesis, Viva held on April 23, 2013
- 2) Rasmus Koss Hartmann, Copenhagen Business School: Chair of PhD evaluation committee, Viva held on October 3, 2014. Thesis passed August 29<sup>th</sup> 2014.

- 3) Mie Plotnokof, Copenhagen Business School: Chair of PhD evaluation committee, Viva held on October 3<sup>rd</sup>, 2015
- 4) Inga M. Snæbjörnsson, University of Iceland: External examiner, Viva held on April 28th, 2016.
- 5) Iben Sandal Stjerne, Copenhagen Business School: Chair of PhD evaluation committee, Viva held on December 5th, 2016.

### **Other Committee Work**

- 1) External examiner for a senior lectureship at Skövde University Sweden. Report submitted September 2013
- 2) External examiner for a senior lectureship at Essex University. Report submitted July 2015
- 3) Chair of the assessment committee of associate professorship in HRM at Copenhagen Business School, report submitted December 2016
- 4) Chair of the assessment committee of a PhD scholarship in Strategic leadership and top management team diversity, report submitted July 2018

### **Editorial Work**

- 1) Associate editor of the journal *Gender, Work and Organization* 2018-
- 2) Associate editor of the journal *Journal of Business Ethics* 2018-
- 3) Associate Editor of the journal *Kvinder, Køn og Forskning* 2018-
- 4) Associate editor of the journal *Organization* 2016-
- 5) Associate editor of the journal *ephemera* 2007-2018
- 6) Associate editor (book review editor) of *Scandinavian Journal of Management* 2011-2016
- 7) Member of the Editorial Board of *German Journal of Human Resource Management* 2017-
- 8) Member of the Editorial Board of *Gender, Work and Organization* 2017-
- 9) Member of the Editorial Board of *Culture and Organization* 2017-

### **Regular Reviewer for**

- 1) Human Relations
- 2) Organization Studies
- 3) Organization
- 4) Gender, Work and Organization
- 5) Journal of Business Ethics
- 6) Management Decision
- 7) International Journal of Cross Cultural Management

- 8) Culture and Organization
- 9) Scandinavian Journal of Management
- 10) Ephemera
- 11) Journal of Management Development
- 12) Journal of Organizational Change Management

### **Conference Chairing:**

- 1) Organizer of the '*2<sup>nd</sup> Workshop on Moral Foundation of Management Knowledge*', September 14<sup>th</sup> – 15<sup>th</sup>, 2007, CBS, Denmark
- 2) Co-organizer of the '*11<sup>th</sup> International Workshop on Teamworking*', September 10<sup>th</sup> – 11<sup>th</sup>, 2007, CBS, Denmark
- 3) Co-organizer of the workshop '*Lacan at Work*', September 4<sup>th</sup> – 6<sup>th</sup>, CBS, Denmark
- 4) Co-convenor of *EGOS* track 'Luck of the draw: Design or serendipity, accident and chance?', Helsinki, 2012
- 5) Co-organizer of the workshop '*Leadership, Diversity and Inclusion*', CBS, December 16, 2014
- 6) Co-organizer of '*The 2<sup>nd</sup> Workshop on Leadership, Diversity and Inclusion*', CBS, May 26-27, 2016
- 7) Member of the Scientific Committee of *EGOS* 2017, to be held at Copenhagen Business School
- 8) Co-organizer of the workshop '*Exploring the Dynamics of Organizational Working Time Regimes: Managerial, Occupational, and Institutional Perspectives on Extreme Work*', University of Graz, 29–31 March 2017
- 9) Organizer of '*Diversity Day*', CBS, April 27<sup>th</sup>, 2017
- 10) Co-organizer (with Renate Meyer and Markus Höllerer) of the pre-doctoral colloquium at *EGOS*, CBS, Copenhagen 2017
- 11) Organizer of 'meet the editors' session *EGOS*, CBS, Copenhagen, 2017
- 12) Organizer of the workshop '*Feminism, Activism, Writing*', CBS, 20-21 November 2017
- 13) Co-organizer of '*What future women should fight for*', CBS, March 8<sup>th</sup>, 2018
- 14) Organizer of '*Diversity Day*', CBS, March 22<sup>nd</sup>, 2018
- 15) Co-organizer of '(Per)formative Diversity: Critiques, Struggles, Possibilities', CBS, May 8-9, 2018

### **Other academic initiatives**

- 1) Took the initiative to form and informally lead the IOA research group in Human Research Management. In this role, I organize seminars, writing workshops, lead special issues, write research applications and other collaborative research projects
- 2) Organize the IOA brown bag seminars
- 3) Member of Counsel for Diversity and Inclusion, Copenhagen Business School.

- 4) Organizer of CBS Diversity Day, 2017 & 2018
- 5) CBS participant in Science slam, Folkemødet, Bornholm, 2017
- 6) Conferencier at Copenhagen Business School summer party 2017
- 7) Organizer of CBS' participation in Copenhagen Pride, 2017 & 2018
- 8) Member of BFI group 63: Kønsforskning (gender research) from August 2017
- 9) Member of 'Dansk Byggeris Kvinderåd' (Danish Construction Workers gender council). From January 2018

### **Project funding**

- 2010: Was co-applicant (together with among others professor Mats Alvesson) on an application receiving 4,5 Mio SEK from Handelsbanken for a project on 'Branding, Identity and Image.
- 2014: Was lead-applicant (together with Laurence Romani and Charlotte Holgersson) on an application receiving 7.6 Mio SEK from Ragner Söderberg Stiftelse for a project on 'Cultural Diversity (this project currently finances my 20 % research at Stockholm School of Economics).
- 2015: Helped secure 210.000 for Otto Mønsted guest professorship, Christian De Cock.
- 2016: Was co-applicant (mentor) for a post-doc application for Lotte Holck, receiving 1.845.000 mil for a 2,5 year industrial post doc position at ISS and CBS. The project involves 50 mentor hours a year for me.
- 2017: Raised 90.000 in external funding for Diversity Day.
- 2017: Helped secure 210.000 for Otto Mønsted guest professorship, Alison Pullen.
- 2017: Secured 100.000 in EU seed money to write an EU application for the H2020 topic Mental Health.
- 2018: Received 75.000 DKK from Das Land Steiermark for the project 'Praktisches Integrationskonzept Projekt „Integration of Refugees in Styrian Companies” (INREST)' with Professor Renate Ortlieb, University of Graz, as lead applicant.
- 2018: Received 310.000 DKK from the Nordic Gender Equality Fund for the project 'Co-creating Gender Equality from Classroom to Organization: Innovations in Nordic Welfare Societies'.

### **Media Appearance**

I am regularly interviewed by Danish newspapers and magazines, primarily about topics like stress, work-time, work-life balance, leadership, women and leadership, parental leave, integration and migrants. Below are the more recent media appearances:

- 1) Jannick Friis Christensen; Sara Louise Muhr / [Kvindekvoter er en god forretning](#)  
I: Politiken, 19.4.2018, s. 7

- 2) Hvor er kvinderne i byggeriet? 18/06/2018 // Byggeriet // Mette Skovgaard Petersen
- 3) Der er brug for kvinder på byggepladsen 04/05/2018 // BygTek // Kenneth Jørgensen
- 4) Kvindemangel i lokal byggebranche 03/04/2018 // Lolland-Falsters Folketidende
- 5) Nyt kvinderåd skal komme med forslag til at få flere kvindelige håndværkere 09/03/2018 // Viborg.netavis.nu // Anni Matthiesen
- 6) Byggeriets Kvinderåd skal få flere kvinder ind i branchen 09/03/2018 // Licitationen - Byggeriets Dagblad
- 7) Ingen sexchikane hos Grundfos og kun sjældent hos Novo Nordisk 20/02/2018 // Berlingske // Birgitte Erhardtzen og Bent Højgaard Sørensen
- 8) Bryd tabuet om seksuel chikane 20/02/2018 // Berlingske // Birgitte Erhardtzen
- 9) Flere mænd end kvinder har lederambitioner: 14/10/2017 // Fanet.dk (Finanssektorens Arbejdsgiverforening) // Mads Krøll Christensen
- 10) Højtuddannedes jagt på resultater sker i blinde: 26/06/2017 // Ritzaus Bureau // Magisterbladet
- 11) Højtuddannedes jagt på resultater sker i blinde: 21/06/2017 // Magisterbladet.dk // Martin Ejlertsen
- 12) Mænd vil have penge kvinder vil have udfordring og indflydelse: 28/12/2016 // Business.dk
- 13) De unge går målrettet efter toppen: Hver femte vil være leder: 28/12/2016 // Berlingske, Business.dk // Mikkel Walentin Mortensen
- 14) Mænd vil have penge - kvinder vil have udfordring, indflydelse: 28/12/2016 // Berlingske // Mikkel Walentin Mortensen
- 15) Selvledende medarbejdere savner ledelse: 01/07/2016 // Perspektiv // Jo Brand
- 16) Vores generation bliver nødt til at blive mere vred: 12/04/2016 // Dagbladet Ringkøbing-Skjern // Astrid Ildor
- 17) Vores generation bliver nødt til at blive mere vred: 11/04/2016 // Dagbladet Holstebro // Astrid Ildor
- 18) Vores generation bliver nødt til at blive mere vred: 10/04/2016 // Århus Stiftstidende Østjylland // Astrid Ildor
- 19) Vores generation bliver nødt til at blive mere vred: 03/04/2016 // Berlingske // Astrid Ildor

# List of Publications

## Sara Louise Muhr

### Monographs:

1. Muhr, Sara Louise (2009): 'Wound, Interrupted – on the Vulnerability of Diversity Management', PhD thesis, Copenhagen Business School
2. Villeséche, Florence, Holck, Lotte and Muhr, Sara Louise (2018): Diversity and Identity in the Workplace: Connections and Perspectives. London Palgrave.

### Edited Volumes:

3. Muhr, Sara Louise, Sørensen, Bent Meier and Vallentin, Steen (ed.) (2010) 'Ethics and Organizational Practice – Questioning the Moral Foundations of Management', Edward Elgar, Cheltenham, UK.
4. Lemmergaard, Jeanette and Muhr, Sara Louise (ed.) (2013) 'Critical Perspectives on Leadership – Emotion, Toxicity and Dysfunction', Edward Elgar, Cheltenham, UK

### Journal Articles:

1. Bojesen, Anders and Muhr, Sara Louise (2008) 'In the Name of Love! Let's Remember Desire', *ephemera*, vol. 8, no. 1, pp 79-93. (AJG: 1, BFI: 1)
2. Muhr, Sara Louise (2008): 'Othering Diversity: A Levinasian analysis of Diversity Management', *International Journal of Management Concepts and Philosophy*, vol. 3, no. 2, pp 176-189. (AJG: 1, BFI: 1)
3. Muhr, Sara Louise (2008) 'Reflections on Responsibility and Justice: Coaching Human Rights in South Africa', *Management Decision*, vol. 46, no. 8, pp 1175-1186. **(Reprinted in 'Readings and Cases in International Human Resource Management', Routledge/Taylor & Francis).** (AJG: 2, BFI: 1)
4. Lemmergaard, Jeanette and Muhr, Sara Louise (2009) 'Treating Threats: The Ethical Dilemmas of Treating Threatening Patients', *Service Industries Journal*, vol. 29, no 1-2, pp 35-45. (AJG: 2, BFI: 1)
5. Johnsen, Rasmus; Muhr, Sara Louise and Pedersen, Michael (2009) 'The Frantic Gesture of Interpassivity: Maintaining the Separation Between the Corporate and



- Authentic self', *Journal of Organizational Change Management*, vol. 22, no. 2, pp 202-213. (AJG: 2, BFI: 1)
6. Muhr, Sara Louise and Lemmergaard, Jeanette (2009): 'Crisis, Responsibility, Death: Sacrifice and Leadership in School Shootings', *Philosophy of Management*, vol. 8, no. 2, pp 21-30. (AJG: N/A, BFI: 1)
  7. Loacker, Bernadette and Muhr, Sara Louise (2009): 'How Can I Become a Responsible Subject? Towards a Practice-based Ethics of Responsiveness', *Journal of Business Ethics*, vol. 90, no 2, pp 265-277. (AJG: 3, BFI: 2)
  8. Muhr, Sara Louise (2010): 'Ethical Interruption and the Creative Process: A Reflection on the New', *Culture & Organization*, vol. 16, no 1, pp 73-86. (AJG: 2, BFI: 1)
  9. Muhr, Sara Louise (2011): 'Caught in the Gendered Machine: On the Masculine and Feminine in Cyborg Leadership', *Gender, Work and Organization*, vol. 18, no. 3, pp. 337-357. (AJG: 3, BFI: 2)
  10. Lemmergaard, Jeanette and Muhr, Sara Louise (2011): 'Everybody Hurts, Sometimes: Emotions and Dysfunctional Leadership' (editorial), *European Journal of International Management*, vol. 5, no. 1, pp 1-12. (AJG: 1, BFI: 1)
  11. Lemmergaard, Jeanette and Muhr, Sara Louise (2011): 'Regarding Gifts: On Christmas Gift Exchange and Asymmetrical Business Relations', *Organization*, vol. 18, no. 6, pp 762-766. (AJG: 3, BFI: 2)
  12. Kenny, Kate; Muhr, Sara Louise, and Oleison, Lena (2011): 'The Effect of Affect: Desire and Politics in Modern Organizations (editorial), *ephemera*, vol. 11, no. 3, pp 235-242. (AJG: 1, BFI: 1)
  13. Muhr, Sara Louise (2012): 'Strangers in Familiar Places: Using Generic Spaces in Cross-Cultural Identity Work', *Culture & Organization*, vol. 18, no. 1, pp 51-68. (AJG: 2, BFI: 1)
  14. Lemmergaard, Jeanette and Muhr, Sara Louise (2012): 'Golfing with a Murderer: Professional Indifference and Identity Work in a Danish Prison', *Scandinavian Journal of Management*, vol. 28, no. 2, pp 185-195. (AJG: 2, BFI: 2)
  15. Butler, Nick; Chillias, Shiona and Muhr, Sara Louise (2012) 'Professions at the Margins' (editorial), *ephemera*, vol. 12, no. 3, pp 259-272. (AJG: 1, BFI: 1)
  16. Ashcraft, Karen Lee; Muhr, Sara Louise; Rennstam, Jens and Sullivan, Katie Rose (2012): 'Professionalization as a Branding Activity: Occupational Identity and the

Dialectic of Inclusivity-Exclusivity', *Gender, Work and Organization*, vol. 19, no. 5, pp 467-488. (AJG: 3, BFI: 2)

17. Muhr, Sara Louise; Pedersen, Michael and Alvesson, Mats (2012): 'Work-load, Aspiration and Fun: Problems of Balancing Self-exploitation and Self-exploration in Work-life', *Research in the Sociology of Organization*, vol. 37, pp 193-220. (AJG: 3, BFI: 1)
18. Muhr, Sara Louise and Kirkegaard, Line (2013): 'The Dream Consultant: Productive Fantasies at Work', *Culture & Organization*, vol. 19, no. 2, pp 105-123. (AJG: 2, BFI: 1)
19. Muhr, Sara Louise and Salam, Azad (2013): Spectres of colonialism: Illusionary equality and the forgetting of history in a Swedish organization, *Management and Organizational History*, vol. 8, no. 1, pp 62-76. (AJG: 2, BFI: 1)
20. Muhr, Sara Louise and Sullivan, Katie Rose (2013): "'None so queer as folk": Gendered Expectations and Transgressive Bodies in Leadership, *Leadership*, vol. 9, no. 3, pp 416-435. (AJG: 2, BFI: 1)
21. Muhr, Sara Louise; Pfeiffer, Anna, Egan-Wyer and Svensson, Peter (2014): 'The ethics of Branding: Branding Ethically or Ethical Branding?' (editorial), *Ephemera*, vol. 14, no. 1, pp 1-11. (AJG: 1, BFI: 1)
22. Muhr, Sara Louise and Rehn, Alf (2014): 'Branding Atrocity: On Sexual Violence and the Corporate Management of Meaning', *Organization Studies*, vol. 35, no. 2, pp 209-231. (AJG: 4, BFI: 2)
23. Gabriel, Yiannis, Muhr, Sara Louise and Linstead, Stephen (2014): 'Luck of the Draw? Serendipity, Accident, Chance and Misfortune in Organization and Design' (editorial), *Culture and Organization*, vol. 20, no. 5, pp 334-341. (AJG: 2, BFI: 1)
24. Muhr, Sara Louise and Rehn, Alf (2015): 'On Gendered Technologies and Cyborg Writing', *Gender, Work and Organization*, vol. 22, no. 2, pp 129-138. (AJG: 3, BFI: 2)
25. Muhr, Sara Louise, Sullivan, Katie and Rich, Craig (2016): 'Situated Transgressiveness: Exploring one Transwoman's Lived Experiences across three Situated Contexts', *Gender, Work and Organization*, vol. 23 no. 1, pp 52-70. (AJG: 3, BFI: 2)
26. Holck, Lotte, Muhr, Sara Louise and Villéché, Florence (2016): 'Identity, Diversity and Diversity Management: On Theoretical Connections, Assumptions and Implications for Practice', *Equality, Diversity and Inclusion*, vol. 35, no. 1, pp 48-64. (AJG: 1, BFI: 1)

27. Marfelt, Mikkel and Muhr, Sara Louise (2016): 'Managing Protean Diversity: An Empirical Analysis of how Organizational Contextual Dynamics Derailed and Dissolved Global Workforce Diversity', *International Journal of Cross Cultural Management*, Vol. 16, no. 2, pp 231-251. (AJG: 1, BFI: 1)
  
28. Holck, Lotte and Muhr, Sara Louise Muhr (2017): 'Unequal solidarity? Towards a Norm-critical Approach to Welfare Logics', *Scandinavian Journal of Management*, vol. 33, no. 1, pp 1-11. (AJG: 2, BFI: 2)
  
29. Muhr, Sara Louise and Sløk-Andersen, Beate (2017): 'Exclusion and Inclusion in the Danish Military: A Historical Analysis of the Construction and Consequences of a Gendered Organizational Narrative', *Journal of Organizational Change Management*, vol. 30, no. 3, pp 367-379. (AJG: 2, BFI: 1)
  
30. Muhr, Sara Louise (2017): Hvorfor er F-ordet så Farligt: Et Essay om Feminisme, Myter om Kønsblindhed og Mangel på Fremgang, *Lederliv*, October. (AJG: N/A, BFI: N/A)
  
31. Christensen, Jannick Friis and Muhr, Sara Louise (2017): Meritokrati eller Kvoter: Illusionen om Lighed og Frygten for Kvoter, *Ledelse i Dag*, November. (AJG: N/A, BFI: N/A)
  
32. Ashcraft, Karen Lee and Muhr, Sara Louise (2018): 'Coding Military Command as a Promiscuous Practice? Unsettling the Gender Binaries of Leadership Metaphors', *Human Relations*, vol. 71, no.2, pp 206-228. (AJG: 4, BFI: 2)
  
33. Egan-Wyer, Carys; Muhr, Sara Louise and Rehn, Alf (2018): On Startups and Doublethink: Resistance and Conformity in Negotiating the Meaning of Entrepreneurship, *Entrepreneurship and Regional Development*, vol. 30, no. 2, pp 58-80. (AJG: 3, BFI: 2)
  
34. Christensen, Jannick Friis and Muhr, Sara Louise (2018): 'Failed Diversity and Symptomatic Anxiety: Theorising Organizational Diversity as Lacanian Lack', *Culture & Organization*, vol. 24, no. 2, pp 114-133. (AJG: 2, BFI: 1)
  
35. Muhr, Sara Louise, Sliwa, Martyna & Villeseche, Florence (2018): 'From Radical Black Feminism to Postfeminist Hashtags: Re-claiming Intersectionality' (editorial), *Ephemera*, vol. 18, no. 1, pp. 1-16. (AJG: 1, BFI: 1)
  
36. Essed, Philomena & Muhr, Sara Louise (2018) Entitlement Racism and its intersections: An interview with Philomena Essed, social justice scholar, *Ephemera*, vol. 18, no. 1, pp.183-201. (AJG: 1, BFI: 1)

37. Bevort, Frans, Darmer, Per & Muhr, Sara Louise (2018): 'Managing the Human? Towards diverse, engaged and critical HRM studies' (editorial), *Ephemera*, vol. 18, no. 2, pp. 209-222. (AJG: 1, BFI: 1)
  
38. Blagoev, Blagoy, Muhr, Sara Louise, Ortlieb, Renate and Schreyögg, Georg (2018): 'Organizational Working Time Regimes: Managerial, Occupational and Institutional Perspectives on Extreme Work' (editorial), *German Journal of Human Resource Management*. Available on-line first (AJG: 2, BFI: N/A)
  
39. Costas, Jana, Ekman, Susanne, Empson, Laura, Kärreman, Dan and Muhr, Sara Louise (2018): Working time regimes: A panel discussion on continuing problems, *German Journal of Human Resource Management*. Available on-line first (AJG: 2, BFI: N/A)
  
40. Muhr, Sara Louise and Plotnikof, Mie (forthcoming 2018): '(Happily) Blind or (Sadly) Seeing? A Call for the Repoliticization of the Idea(l)s of a Privileged Society', *M@n@gement*. (AJG: 1, BFI: 1)
  
41. Muhr, Sara Louise, De Cock, Christian, Twardowska, Magdalena and Volksmann, Christina (forthcoming 2018): Constructing an Entrepreneurial Life: Liminality and Emotional Reflexivity in Identity Work. *Entrepreneurship and Regional Development*. (AJG: 3, BFI: 2)
  
42. Just, Sine N. and Muhr, Sara Louise (forthcoming 2018): 'Together we rise': Collaboration and contestation as narrative drivers of the Women's March. *Leadership*. (AJG: 2, BFI: 1)
  
43. Just, Sine Nørholm, Muhr, Sara Louise and Risberg, Annette (forthcoming 2018): Feminism, Activism, Writing (editorial), *Ephemera*, vol. 18, no. 4. (AJG: 1, BFI: 1)
  
44. Just, Sine N. and Muhr, Sara Louise (forthcoming 2018): 'Holding on to both Ends of a Pole: Empowering feminine sexuality and reclaiming feminist emancipation'. *Gender, Work and Organization*. (AJG: 3, BFI: 3)
  
45. Holck, Lotte and Muhr, Sara Louise (forthcoming 2018): From 'Us/Them' Constructions to Hybrid Professionalism: A Postcolonial Analysis of Racialized Borders in The Greenlandic Police Force. *Equality, Diversity & Inclusion*. (AJG: 1, BFI: 1)
  
46. Jensen, Maya F. and Muhr, Sara Louise (forthcoming 2018): Performative Identity Regulation: An Empirical Analysis of how Co-Working 'experts' Legitimize Managerial Ideology and Moderate Resistance. *Culture and Organization*. (AJG: 2, BFI: 1)

47. Christensen, Jannick Friis & Muhr, Sara Louise (forthcoming 2019): 'H(a)unting Quotas: An Empirical Analysis of the Uncanniness of Gender Quotas', *Ephemera*, vol. 19, no. 1. (AJG: 1, BFI: 1)

### Book Chapters:

1. Muhr, Sara Louise (2007): 'An Ethical Encounter with the Other: Language Introducing the New into Thought', in Djelic, Marie-Laure and Vranceanu, Radu (eds.) *Moral Foundations of Management Knowledge*, Edward Elgar, Cheltenham, UK.
2. Muhr, Sara Louise; Sørensen, Bent Meier and Vallentin, Steen (2010): 'After the Party: Crisis as Foundation', in Muhr, Sara Louise, Sørensen, Bent Meier and Vallentin, Steen (eds.) *Ethics and Organizational Practice: Questioning the Moral Foundations of Management*, Edward Elgar, Cheltenham, UK.
3. Jeanes, Emma and Muhr, Sara Louise (2010): 'The impossibility of guidance: A Levinasian critique of business ethics', in Muhr, Sara Louise; Sørensen, Bent Meier and Vallentin, Steen (eds.) *Ethics and Organizational Practice: Questioning the Moral Foundations of Management*, Edward Elgar, Cheltenham, UK.
4. Muhr, Sara Louise and Pedersen, Michael (2010): 'Recently updated selves: on Facebook and interpassive gestures', in Wittkower, Dylan (eds.) *Facebook and Philosophy*, Open Court, London.
5. Muhr, Sara Louise (2010): 'The Leader as Cyborg', in Alvesson, Mats and Spicer, André (eds.) *Understanding Leadership in the Real World: Metaphors We Lead By*, Routledge, London.
6. Muhr, Sara Louise (2010): 'Reflections on Responsibility and Justice: Coaching Human Rights in South Africa', in *Readings and Cases in International Human Resource Management*, Routledge/Taylor & Francis, London **(reprint of article no 6)**.
7. Muhr, Sara Louise and Lemmergaard, Jeanette (2012): 'On the Road Again: An Analysis of Culturally Generic Spaces in International Consultancy', in Romani, Laurance; Primecz, Henriett and Sackmann, Sonja (eds.) *Cross-Cultural Management in Practice: Culture and Negotiated Meanings*, Edward Elgar, Cheltenham, UK.
8. Lemmergaard, Jeanette and Muhr, Sara Louise (2013): 'Emotional Leadership', in Lemmergaard, Jeanette and Muhr, Sara Louise (eds.) *Critical Perspectives on Leadership – Emotion, Toxicity and Dysfunction*, Edward Elgar, Cheltenham, UK

9. Romani, L. Holck, L., Holgersson, C. and Muhr, S.L. (2016): 'Diversity Management and the Scandinavian Model: Illustrations from Denmark and Sweden', in J.F Chanlat and M. Özbilgin (eds.) *Management and Diversity: Main constitutions in different countries*. Emerald, London, UK.
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13. Holck, Lotte and Muhr, Sara Louise (2018): 'Joanne Martin and Organizational Culture', in Pullen, A. and Mc Murrey, R. (eds.) *Women Writers in Organisation Theory: Rethinking Culture, Organisation & Management*. Routledge.
14. Just, S., Kirkegaard, L. and Muhr, S.L. (2018): 'Uniform Bodies: Body Possibilities of the Gendered Soldier', in Pullen, A. and Fotaki, M. (eds.) *Diversity, Discourse, Affect and Materiality*. London: Routledge.
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#### **Book reviews:**

1. Muhr, Sara Louise (2009): 'The Feminine in Management Consulting: Power, Emotions and Values in Consulting Interactions', *Management Learning*, vol. 40 no. 5, pp 611-613.

## Conference Papers:

1. Muhr, Sara Louise (2004): 'Artists-in-Residence – Ambassadors of Otherness and Creative Conflicts', Paper presented at the conference *Organizing Authenticity – a New Perspective on Artists-in-Residence*, June 6<sup>th</sup> – 9<sup>th</sup>, Bramstrup, Denmark.
2. Muhr, Sara Louise (2006): 'Is Project Work Ethical? Morality in the Proximity of Facing the Other', Paper presented at the workshop *Making Projects Critical: Beyond Project Rationality*, December 11<sup>th</sup> – 12<sup>th</sup>, Manchester, UK.
3. Muhr, Sara Louise (2006): 'An Ethical Encounter with the Other – Language Introducing the New into Thought', Paper presented at the *Workshop on Moral Foundation and Management Knowledge*, October 13<sup>th</sup> – 14<sup>th</sup>, Cergy-Pontoise, France.
4. Muhr, Sara Louise (2006): 'Opening Diversity – Turning Conflict into Teamwork Creativity', Paper presented at the *10<sup>th</sup> International Workshop on Teamwork*, September 7<sup>th</sup> – 8<sup>th</sup>, Groningen, Holland.
5. Muhr, Sara Louise (2006): 'Responsibility to Support the Other's Otherness – Creativity as Exposure and Self-differentiation', Paper presented at the *22<sup>nd</sup> EGOS Conference*, July 6<sup>th</sup> – 8<sup>th</sup>, Bergen, Norway.
6. Jeanes, Emma and Muhr, Sara Louise (2007): 'Is Appropriating Employee Knowledge Unethical or just Good Business?', paper presented at the '2nd Workshop on Moral Foundations of Management Knowledge', 14.-15. September, Copenhagen, Denmark.
7. Muhr, Sara Louise (2007): 'The Blinding White and his Other: Beyond Ethical Dualisms in Teamwork, Paper accepted at the '*11<sup>th</sup> International Workshop on Teamworking*', September 10<sup>th</sup> – 11<sup>th</sup>, Copenhagen, Denmark.
8. Muhr, Sara Louise (2007): 'And Justice for all... Diversity Management and the Justice Vision 2000', Paper presented at the *23<sup>rd</sup> EGOS Conference*, July 5<sup>th</sup> – 7<sup>th</sup>, Vienna, Austria. *Paper nominated for best student paper.*
9. Bojesen, Anders and Muhr, Sara Louise (2007): 'In the Name of Love! Let's Remember Desire', Paper presented at the *25<sup>th</sup> Standing Conference on Organizational Symbolism*, July 1<sup>st</sup> – 4<sup>th</sup> 2007, Ljubljana, Slovenia.
10. Loacker, Bernadette and Muhr, Sara Louise (2007): 'How can I Become a Responsible Subject? The Perspectives on an Ethics to come' Paper presented at the *EURAM conference*, May 16<sup>th</sup> – 20<sup>th</sup>, Paris, France.

11. Lemmergaard, Jeanette and Muhr, Sara Louise (2008): 'Golfing with a Murderer – Indifference as Competence among Prison Guards'. Paper presented at the 26<sup>th</sup> *Standing Conference on Organizational Symbolism*, Manchester July.
12. Muhr, Sara Louise (2008): 'The Giving of Female Consultants: Repressing Consideration and False Generosity. Paper presented at the 26<sup>th</sup> *Standing Conference on Organizational Symbolism*, Manchester July.
13. Lemmergaard, Jeanette and Muhr Sara Louise (2008): 'White Man Talks with Two Tongues – Whiteness, Masculinity and Gossip'. Paper presented at the 24<sup>th</sup> *EGOS conference*, Amsterdam July 2008.
14. Muhr, Sara Louise (2009): 'Rituals of Transition – an Empirical analysis of the liminal space of replacement'. Paper presented at the 25<sup>th</sup> *EGOS conference*, Barcelona, July 2009.
15. Muhr, Sara Louise (2009): 'Male Grooming in Consultancy – How Egos and Power Ties Reinforce the Consultant Identity and Culture'. Paper presented at the 6<sup>th</sup> *International Critical Management Conference*, Warwick, July 2009.
16. Muhr, Sara Louise (2010): 'Occupations for Gender and Race – A Critical Analysis of two Re-branding Projects'. Paper presented at the workshop *Making Projects Critical: Beyond Project Rationality*, Bristol, January 2010
17. Muhr, Sara Louise and Pedersen, Michael (2010): 'The Good Consultant: Stress and Identity Management in Contemporary Work'. Paper presented at the 26<sup>th</sup> *EGOS conference*, Lisbon, July 2010
18. Lemmergaard, Jeanette and Muhr, Sara Louise (2010): 'Emotions, toxicity and dysfunctions in leadership: A critical review'. Paper presented at the 9<sup>th</sup> '*International Studying Leadership Conference*', Lund 2010.
19. Muhr, Sara Louise and Salam, Azad (2011): 'Exile on Main St.: Inclusion, colonization and hybrid identities'. Paper presented at the 27<sup>th</sup> *EGOS conference*, Gothenburg, July 2011.
20. Muhr, Sara Louise (2011): 'Branding sexuality: Branding efforts and identity constructions on the pole'. Paper presented at the 7<sup>th</sup> *International Critical Management Conference*, Naples, July 2011.
21. Egan-Wyer, Carys; Muhr, Sara Louise and Rehn, Alf (2014): 'On the conformity of resistance in contemporary entrepreneurship discourse – a case of conflicted start-up



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  23. Muhr, Sara Louise and Ashcraft, Karen (2014): 'Military, Metaphors and Masculinity: The Construction of Gendered Practice in Leadership Studies. Paper presented at the 13<sup>th</sup> Studying Leadership Conference, Copenhagen, December 2014.
  24. Holck, Lotte and Muhr, Sara Louise (2015): From Diversity Management to Diversimilation: On how the Logics of the Welfare Model Obstructs Ethnic Diversity in the Danish Workforce
  25. Kirkegaard, Line, Muhr, Sara Louise and Pedersen, Michael (2015): The strengths of a multi-level methodology: Examining gender constructions through discourse, atmospheres and affect. Paper presented at the 31<sup>st</sup> EGOS conference, Athens, July 2015.
  26. Muhr, Sara Louise, Rippin, Ann and Waldo, Rachel (2015): Ur-Feminism: Tracing Myths of Women Warriors in Contemporary Gender Practices. Paper presented at the 9th International Conference in Critical Management Studies – Sub-theme: Fourth Wave Feminism? Bodies, Practices, Politics and Ethics. Leicester, July, 2015.
  27. Muhr, Sara Louise and Ashcraft, Karen (2016): 'Masculinist Metaphor and Military Practice: Unsettling the Gender Binaries of Leadership Studies'. Paper presented at the 6th Conference on Rhetoric and Narratives in Management Research', Barcelona, March 2016.
  28. Holck, Lotte and Muhr, Sara Louise (2016): 'The social materiality of cross-cultural encounters: The case of Danish Police officers in the Greenland police service. Paper presented at the 6<sup>th</sup> Organizations, Artifacts & Practice (OAP) Workshop, Lisbon, June 2016.
  29. Kirkegaard, Line and Muhr, Sara Louise (2016): 'Uniform bodies or bodied uniforms: an affect analysis of bringing the female back into the Danish military'. Paper presented at the EGOS Conference, Napoli, July 2016.
  30. Christensen, J.F. and Muhr, Sara Louise (2017): What difference does a (diversity) day make? Measuring the extent to which norm critical interventions challenge implicit bias. Paper presented at the workshop on diverse organizing/organizing diversity. CBS, Copenhagen, May 2017.

31. Dobusch, L., Holck, L., and Muhr, S.L. (2017): Towards fragmented inclusion: Diverse organizing in Greenland Police. Paper presented at the workshop on diverse organizing/organizing diversity. CBS, Copenhagen, May 2017.
32. Christensen, J.F. and Muhr, Sara Louise (2017): Desired diversity and symptomatic anxiety: Theorizing failed diversity as Lacanian lack. Paper presented at EGOS, CBS, Copenhagen, July, 2017.
33. Holck, L., and Muhr, S.L. (2017): The socio-materiality of intercultural encounters: An analysis of flesh, skin, bullet proof vests and other objects in Greenland Police. Paper presented at SCOS, Rome, July, 2017.
34. Christensen, J.F. and Muhr, Sara Louise (2017): Brown skin, white voice: An analysis of hyphenation in public debate. Paper presented at SCOS, Rome, July, 2017.

**Journal articles in pipeline:**

1. Christensen, Jannick Friis, Just, Sine N. and Muhr, Sara Louise: White voice: The hyphenation of minority ethnic subjects in contemporary Danish public debate. Article submitted to Organization. Under Review. (AJG: 3, BFI: 2)
2. Dobusch, Laura, Holck, Lotte and Muhr, Sara Louise: Fragmented inclusion: Learning from the case of diverse organizing in the Greenlandic Police Force. To be submitted to Human Relations in September 2018. (AJG: 4, BFI: 2)
3. Holck, Lotte and Muhr, Sara Louise: The socio-materiality of postcolonial encounters: An analysis of how flesh, skin, bullet proof vests and other objects in the Greenlandic Police Force organize collaboration. To be submitted to Organization Studies in October 2018. (AJG: 4, BFI: 2)
4. Adamson, Maria, Beauregard, Alexander and Muhr, Sara Louise: Theorizing work-life balance endeavours as gendered project of the self. To be submitted to Human Relations in October 2018. (AJG: 4, BFI: 2)