

Curriculum Vitae

Sara Louise Muhr

Sara Louise Muhr, Professor
Copenhagen Business School
Department of Organization
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Denmark
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Languages:

Danish (mother tongue), English (fluent), German (conversational level)

Scientific Focus Areas

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

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

Dec 2022- Professor of Diversity and Leadership, Copenhagen Business School, Department of Organization

Earlier Academic Positions

Oct 2018 – Professor (MSO), Copenhagen Business School, Department of Organization
Nov 2022
2021 Visiting professor for the Hotspot Gender and Power in Politics and Management at the Institute for Management Research, University of Nijmegen
2020 Visiting Professor, University of Colorado, Boulder, USA
July 2012 – Associate Professor, Copenhagen Business School, Department of
Sept 2018 Organization (on maternity leave from August 2012 – July 2013)

May 2014 – Senior research fellow (20 %), Stockholm School of Economics
Dec 2017

Jan 2015 – Visiting 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

2023- Academic Director (Together with Marie Louise Mors) of CBS Leadership Center

2022- Chairperson, The Ministry of Culture's Research Council

2021- Programme coordinator, Cand Soc HRM

2020- Board Member, Copenhagen Business School

2018-2022 Academic Director (together with Florence Villeseche), CBS BiS Platform Diversity and Difference

2012-2018 Co-founder and co-facilitator (together with Annette Risberg and Sine N. Just) of *Diversity & Difference*, a cluster under the Public-Private Platform

2014 -2018 Programme coordinator Cand Merc HRM & Cand Soc HRM (was in 2016 responsible for a major change in the structure of both programs)

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 25th 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 11th 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 15th 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'. Defended his thesis on December 6th 2017 (main supervisor).
- 5) 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'. Defended his thesis in June 2020 (main supervisor).
- 6) Sarosh Asad, Copenhagen Business School: 'CEO narcissism-TMT diversity interface: Implications for strategic decision making and firm performance'. Defended her thesis December 2021 (co-supervisor).
- 7) Maria Krysfeldt Rasmussen, Copenhagen Business School: 'Den Transformative Ledelsesbyrde'. Submitted her thesis in November 2021. Defended her thesis in March 2022 (main supervisor).
- 8) Lea Katharina Reiss, WU Wien, 'Intersectionality of class, gender and sexuality at work', Defense planned for June 2022 (co-supervisor).
- 9) Bontu Guschke, Copenhagen Business School: 'The Social Construction of Sexual Harassment'. Expected to finish March 2023 (main supervisor).
- 10) Edmonia Baker, Copenhagen Business School: 'Gender, Management & Tensions'. Expected to finish October 2022 (co-supervisor).
- 11) Kerstin Martel, Copenhagen Business School: 'Global Mobilities'. Expected to finish October 2022 (main supervisor).
- 12) Maria Clar, WU Wien, Gender and Work-life Balance. Expected to finish June 2023 (Co-supervisor).
- 13) Pernille Slots-Lysgaard, Køn i Advokatbranchen: En antropologisk undersøgelse'. Expected to finish June 2024 (main supervisor).

PHD Assessment Committees

- 1) Stuart Angus, Manchester Business School: 1. Main 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 29th 2014.
- 3) Mie Plotnokof, Copenhagen Business School: Chair of PhD evaluation committee, Viva held on October 3rd, 2015
- 4) Inga M. Snæbjörnsson, University of Iceland: Main 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.
- 6) Carolina Bouten Pinto, Griffith Univeristy, Australia: External examiner. Thesis examined December 27th, 2018.
- 7) Louise kliner, University of Lund. Main opponent. Viva held on 16th of April, 2021
- 8) Marjan De Coster, University of Hasselt, external member of doctoral committee. Viva held on September 1st, 2021.

- 9) Dide van Eck, Radoud University. External examiner. Examination report submitted February 19, 2022.

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
- 5) External examiner for a senior lectureship at Karlstad University Sweden. Report submitted March 2019

Editorial Work

- 1) Associate editor of the journal *Gender, Work & Organization* 2021-
- 2) Associate editor of the journal *Organization* 2016-
- 3) Associate Editor of the journal *Kvinder, Køn og Forskning* 2018-2022
- 4) Associate editor of the journal *Journal of Business Ethics* 2018-2022
- 5) Associate editor of the journal *ephemera* 2007-2018
- 6) Associate editor (book review editor) of *Scandinavian Journal of Management* 2011-2016

Conference Chairing:

- 1) Organizer of the '2nd Workshop on Moral Foundation of Management Knowledge', September 14th – 15th, 2007, CBS, Denmark
- 2) Co-organizer of the '11th International Workshop on Teamworking', September 10th – 11th, 2007, CBS, Denmark
- 3) Co-organizer of the workshop 'Lacan at Work', September 4th – 6th, CBS, Denmark
- 4) Co-convener 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 2nd 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 27th, 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 8th, 2018
- 14) Organizer of *'Diversity Day'*, CBS, March 22nd, 2018
- 15) Co-organizer of '(Per)formative Diversity: Critiques, Struggles, Possibilities', CBS, May 8-9, 2018
- 16) Convener on subtheme on 'feminism and activism', Kønsforsknings årskonference, RUC, Roskilde, DK, August, 2018.
- 17) Co-organizer of 'Inclusive and Diverse Organizations: Towards Alternative Understandings', CBS, May 13-14, 2019
- 18) Co-organizer of SCOS 2020, CBS, Copenhagen - postponed to 2021, July 5-6 (on-line) due to Covid-19.
- 19) Responsible for organizing the yearly EGOS Women network from 2021
- 20) Invited panelist for plenary panel on 'the future of gender research in Denmark', Kønsforsknings Årskonference, Copenhagen University, DK, August, 2022.
- 21) Main organizer of Kønsforsknings Årskonference, Copenhagen Business School, DK, August, 2024.

Other academic initiatives and achievements

- 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. This role is now co-shared with Naima Mikkelsen, Frans Bevort and Jannick Christensen.
- 2) Organized the IOA brown bag seminars from 2013-2016.
- 3) Member of Counsel for Diversity and Inclusion, Copenhagen Business School.
- 4) Organizer of CBS Diversity Day, 2017, 2018 & 2019.
- 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 from 2017. Today this role has been passed on to the Diversity and Difference Platform Secretariat.
- 8) Member of BFI group 63: Kønsforskning (gender research) from August 2017 to 2022, where BFI was dissolved.
- 9) Member of 'Dansk Byggeris Kvinderåd' (Danish Construction Workers gender council). From January 2018 to December 2019.
- 10) Member of DJØFs Ligestillingskomite. From January 2018.
- 11) Took the initiative to SexismEDU.dk: Signatures and testimonies against sexism in Danish higher education.
- 12) Chairperson of SexismEDU, a union, which organizes the production and sale of SexismEDU book.
- 13) Member of the governing board for the Human Rights Program at Copenhagen 2021.
- 14) Moderator / main host of World Pride 2021, Work Inclusion Conference.
- 15) Awarded the CBS research dissemination prize, given in collaboration with the Danish Society for Business and Education (DSEB) and Grosserer Anders Fønnesbech Legatfond.

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 financed my 20 % research at Stockholm School of Economics).
- 2015: Helped secure 210.000 DKK 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 DKK for a 2,5 year industrial post doc position at ISS and CBS.
- 2017: Raised 90.000 DKK in external funding for Diversity Day.
- 2017: Helped secure 210.000 DKK for Otto Mønsted guest professorship, Alison Pullen.
- 2017: Secured 100.000 DKK 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'.
- 2018: Received 491.555 DKK as principal investigator from the Minister of Equality for the SEARCH project establishing the 'Code of Conduct for Diversity in Recruitmen'.
- 2018: Received 3.166.000 DKK as principal investigator from Danmarks Frie Forskningsfond (DFF) for the project 'Nested Ethnographies of Skills Transfer (NEST)'.
- 2020: PI / work package lead for WP 7 in the Horizon 2020 project Global Mobility of Employees (GLOMO). 580.163,76 € (ca 4.3 mil DKK).

List of Publications

Sara Louise Muhr

Google Scholar citations: 1822; h-index: 24; i-index: 41

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.
3. Muhr, Sara Louise (2019) Ledelse af Køn: Hvordan Kønsstereotyper Former Kvinders og Mænds Karrierevalg. En Bog om Barrierer og Nye Strategier. Copenhagen: DJØF Forlag
4. Lundsgaard-Ottosen, Christina & Muhr, Sara Louise (2021). Biasbevidst Ledelse: Sæt Diversitet i Spil og Træf Bedre Beslutninger. Copenhagen: Djøf Forlag.
5. Einersen, A.F., Krøjer, J., MacLeod, S. Muhr, S.L., Munar, A.M., Myers, E.S., Plotnikof, M. and Skewes, L. (2022). Sexism in Danish Higher Education and Research : Understanding, Exploring, Acting .Copenhagen: Department of Organization, Copenhagen Business School.

Edited Volumes:

1. 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.
2. Lemmergaard, Jeanette and Muhr, Sara Louise (ed.) (2013) 'Critical Perspectives on Leadership – Emotion, Toxicity and Dysfunction', Edward Elgar, Cheltenham, UK
3. Andresen, M., Anger, S., Al Ariss, A., Barzantny, C., Brücker, H., Dickmann, M., Mäkelä, L., Muhr, S.L., Pivin, B., Saalfeld, T., Suutari, V., and Zølner, M. (2022) Wanderlust to Wonderland?: Exploring Key Issues in Expatriate Careers: Individual, Organizational, and Societal Insights. Bamberg : University of Bamberg.

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 Villéseché, 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 & Villesseche, 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*. Vol. 32, Nr. 3/4, 2018, s. 155-167 (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*. Vol. 32, Nr. 3/4, 2018, s. 271-282 (AJG: 2, BFI: N/A)
40. Muhr, Sara Louise and Plotnikof, Mie (2018): '(Happily) Blind or (Sadly) Seeing? A Call for the Repoliticization of the Idea(l)s of a Privileged Society', *M@n@gement*. Vol. 21, Nr. 3, 2018, s. 1107-1109 (AJG: 1, BFI: 1)
41. Just, Sine Nørholm, Muhr, Sara Louise and Risberg, Annette (2018): Feminism, Activism, Writing (editorial), *Ephemera*, vol. 18, no. 4., pp 841-853 (AJG: 1, BFI: 1)
42. Just, Sine N. and Muhr, Sara Louise (2018): 'Together we rise': Collaboration and contestation as narrative drivers of the Women's March. *Leadership*. 15(2): 245-267. (AJG: 2, BFI: 1)
43. Just, Sine N. and Muhr, Sara Louise (2019): 'Holding on to both Ends of a Pole: Empowering feminine sexuality and reclaiming feminist emancipation'. *Gender, Work and Organization*. Available on-line first (AJG: 3, BFI: 3)
44. Jensen, Maya F. and Muhr, Sara Louise (2019): 'Performative identity regulation in rehabilitative home care work: An analysis of how experts' embodied mediation of the managerial ideology "activates" new frontline identities'. *Culture and Organization*. Available on-line first (AJG: 2, BFI: 1)
45. Christensen, Jannick Friis & Muhr, Sara Louise (2019): 'H(a)unting Quotas: An Empirical Analysis of the Uncanniness of Gender Quotas', *Ephemera*, vol. 19, no. 1. (AJG: 1, BFI: 1)
46. Holck, Lotte and Muhr, Sara Louise (2019): 'From institutionalized othering to disruptive collaboration: A Postcolonial analysis of The Greenlandic Police Force'. *Equality, Diversity & Inclusion*. (AJG: 1, BFI: 1)
47. Muhr, Sara Louise, De Cock, Christian, Twardowska, Magdalena and Volkmann, Christina (2019): Constructing an Entrepreneurial Life: Liminality and Emotional Reflexivity in Identity Work. *Entrepreneurship and Regional Development*. Volume 31(7-8): 567-582. (AJG: 3, BFI: 2)
48. Guschke, B.L, Busse, K., Khalid, F., Muhr, S.L. & Just, S.N. (2019) Sexual harassment in higher education: Experiences and perceptions of university students. *Kvinder, Køn og Forskning*. Volume 28 (1-2): 11-30. (AJG: N/A, BFI: 1)
49. Christensen, J.F, Just, S.N. & Muhr, S.L. (2020): Hyphenated voices: The organization of racialized subjects in contemporary Danish public debate, *Organization*, on-line first. (AJG: 3)
50. Dobusch, L., Holck, L., & Muhr, S.L. (2021): The im-/possibility of hybrid inclusion: Disrupting the 'happy inclusion' story with the case of the Greenlandic Police Force, *Organization* Volume 28 (2): 311-333. (AJG: 3)
51. Muhr, S.L. and Pedersen, M. (2021): Breaking the unchangeable pattern of old habits: Introducing habit as a dynamic enabler of change. *Culture and Organization* Volume 27(5): 423-435. (AJG: 2)

52. Reiss, L.K., Kozhevnikov, A. & Muhr, S.L. (2021): Between Vulnerability and Resistance: How a Woman Copes with Dramatic Implications of COVID-19 in Russia. *Gender, Work and Organization*, Volume 28(S2): 574-586. (AJG: 3)

53. Christensen, J.F., Guschke, B., Storm, K.I., & Muhr, S.L. (2021): The Norm of Norms in HRM Research: A Review and Suggestions for Future Studies. *Human Resource Management Review*, in print (AJG: 3)

54. Clar, M., Muhr, S.L., Reiss, L.K. & Storm, K. (2021): Unconscious Bias in Organizations: Discriminatory Forces at Work (editorial). *Kvinder, Køn & Forskning*, Vol. 32, Nr. 3, 2021, 6 s., s. 5-10 (AJG: 1)

55. Adamson, M. Muhr, S.L & Beauregard, A.T.(2021): Theorising Work-life Balance Endeavours as a Gendered Project of the Self : The Case of Senior Executives in Denmark. *Human Relations*, in print (AJG: 4).

56. Plotnikof, M., Holck, L., Muhr, S.L. & Just, S.N. (2022): Re-politicizing Diversity Work: Exploring the Performative Potentials of Norm-Critical Activism. *Gender, Work and Organization*, 29(2): 466-485 (AJG: 3)

57. Fleischmann, A., Holck, L., Liu, H., Muhr, S.L. & Murgia, A. (2022): Organizing Solidarity in Difference: Challenges, Achievements, and Emerging Imaginaries (editorial). *Organization*, 29(2): 233-246. (AJG: 3)

58. Storm, K. & Muhr, S.L. (2022): Work-Life Balance as Gaslighting: Exploring Repressive Care in Female Accountants' Careers. *Critical Perspectives on Accounting*, in print (AJG: 3).

59. Muhr, S.L., Holck, L. & Just, S.L. (2022): Ambiguous Culture in Greenland Police: Proposing a Multi-Dimensional Framework of Organizational Culture for HRM Theory and Practice. *Human Resource Management Journal* (AJG: 4*).

60. Guschke, B.L, Just, S.N. & Muhr, S.L. (2022) Organizational Norms of Sexual Harassment and Gender Discrimination in Danish Academia: From Recognizing through Contesting to Queering Pervasive Rhetorical Legitimation Strategies. *Gender, Works & Organization*, on-line first. (AJG: 3)

61. Dickmann, M., Barzantny, C., Andresen, M., Anger, S., Al Ariss, A., Brücker, H., Mäkelä, L., Muhr, S. L., Suutari, V., & Zølner, M. (2022). Global Mobility of Employees: Creating an Audit Tool to Support Good Practice. *Project Repository Journal*, 14, 48-51. (N/A)

62. Muhr, S.L. & Just, S.N. (2022): Ligestilling og mangfoldighed: Fortsatte skævheder i og udfordringer for dansk erhvervsliv. *Økonomi & politik* 3-4, 88-100. (N/A)

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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.
10. Holck, Lotte and Muhr, Sara Louise (2016): 'Diversity and organization studies', in *Global Encyclopedia of Public Administration and Public Policy*, Springer.
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12. 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, Affect and Embodiment in Organizing*. London: Routledge.
13. Holck, Lotte and Muhr, Sara Louise (2020): 'Joanne Martin and Organizational Culture', in Pullen, A. and Mc Murrey, R. (eds.) *Women Writers in Organisation Theory: Rethinking Culture, Organisation & Management*. Routledge.
14. Holck, Lotte, Muhr, Sara Louise and Villeseche (2021): 'Managing Diverse Talent', In Tarique, I. (ed.) *The Routledge Companion to Talent Management*. Routledge.
15. Holck, Lotte and Muhr, Sara Louise (2021) 'White Bodies in Postcolonial Ethnographic Research', in Just, S., Villeseche, F. and Risberg, A. (eds.) *Methods for Diversity Research*. London: Routledge

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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 6th – 9th, 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 11th – 12th, 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 13th – 14th, Cergy-Pontoise, France.
4. Muhr, Sara Louise (2006): 'Opening Diversity – Turning Conflict into Teamwork Creativity', Paper presented at the *10th International Workshop on Teamwork*, September 7th – 8th, Groningen, Holland.
5. Muhr, Sara Louise (2006): 'Responsibility to Support the Other's Otherness – Creativity as Exposure and Self-differentiation', Paper presented at the *22nd EGOS Conference*, July 6th – 8th, 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 '11th International Workshop on Teamworking', September 10th – 11th, Copenhagen, Denmark.
8. Muhr, Sara Louise (2007): 'And Justice for all... Diversity Management and the Justice Vision 2000', Paper presented at the 23rd EGOS Conference, July 5th – 7th, 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 25th Standing Conference on Organizational Symbolism, July 1st – 4th 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 16th – 20th, Paris, France.
11. Lemmergaard, Jeanette and Muhr, Sara Louise (2008): 'Golfing with a Murderer – Indifference as Competence among Prison Guards'. Paper presented at the 26th 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 26th 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 24th 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 25th 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 6th 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 26th 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 9th '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 27th EGOS conference, Gothenburg, July 2011.
20. Muhr, Sara Louise (2011): 'Branding sexuality: Branding efforts and identity constructions on the pole'. Paper presented at the 7th 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 success'. Paper presented at the 9th Organization Studies Workshop, Kos, 22-24 May 2014.
22. Muhr, Sara Louise (2014): 'Creating women initiatives without explicit diversity management practices: Thoughts from a participatory study'. Paper presented at the 30th EGOS conference, Rotterdam, July 2014.
23. Muhr, Sara Louise and Ashcraft, Karen (2014): 'Military, Metaphors and Masculinity: The Construction of Gendered Practice in Leadership Studies. Paper presented at the 13th 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 31st 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 6th 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.
35. Just, S.N., Muhr, S.L. and Plotnikof, M. (2018): Exposed/empowered: The potential of on-line intimacies as a feminist practice. Paper presented at Performative Diversity: Critique, Struggles and Possibilities. CBS, Copenhagen, May 8-9.
36. Just, S.N. and Muhr, S.L. (2019): Machineguns, swords and shields: Masculinity and femininity revised through powerful heroines. Paper presented at EGOS, Edinburgh, July, 2019.
37. Einersen, A., Muhr, S.L. and Holck, L. (2021): Barriers to social networks: How 'otherness' arise from homophily and may generate perceptions of self-interests. Paper presented at EGOS, on-line, July, 2021.
38. Storm, K. and Muhr, S.L. (2022): Interrupting the gendered norm of 'the ideal accountant': An analysis of a norm critical intervention in an accounting firm. Paper accepted for presentation at EGOS, Vienna, July, 2022.
39. Guschke, B., Just, S.N. and Muhr, S.L. (2022): Embodied and queer listening in anti-narrative research. Paper accepted for presentation at EGOS, Vienna, July, 2022.
40. Muhr, S.L., Storm, K. and Gregoric, A. (2022): How much for a female CEO – and who pays the price? Investigating the practices and processes of pricing women leaders in professional executive recruitment. Paper accepted for presentation at EGOS, Vienna, July, 2022.

41. Clar, M. and Muhr, S.L. (2022): Time as workers' right: Subcultural differences in the perception of time in relation to telework in academia. Paper accepted for presentation at EGOS, Vienna, July, 2022.

Dissimination

- 1) Sara Louise Muhr (Performer) ; Trine Askholm (Producer) / Ledelse af Køn : Sara Louise Muhr / Copenhagen Business School. København : Innovator Q 2020
- 2) Maria-Theresa Norn; Anja C. Andersen; Hanne Andersen; Sofie Carsten Nielsen; Anne-Marie Engel; Hanne Foss Hansen; Kira Stine Hansen; Maja Horst; Tine Jess; Lia Lefland; Sara Louise Muhr; Julie Sommerlund / Danmark halter bagud med ligestilling i forskning. In: Politiken, 8.3.2020, p. 5
- 3) Bontu Guschke; Kaitlin Busse; Farhiya Khalid; Sara Louise Muhr / Sexual Harassment in the University Context. Cranfield: Case Centre 2020, 16 p.
- 4) Sara Louise Muhr (Performer) ; Trine Askholm (Producer) / Sådan gjorde jeg : Sara Louise Muhr / Copenhagen Business School. København : Innovator Q 2020
- 5) Jannick Friis Christensen; Sara Louise Muhr / Folkemødet har et repræsentationsproblem, men folket har løsningen I: Politiken, 25.6.2019, s. 5
- 6) Bidrag til avis - Kommentar/debat Hanne Vibeke Holst; Morten Hübbe; Emma Holten; Sara Louise Muhr; Stefan Hermann; Jens Michael Howitz / Giv kvinder taletid om forsvar og økonomi, og lad mænd tale om børn og familie I: Politiken, 17.6.2019, s. 5 Bidrag til avis - Kommentar/debat
- 7) Lars Storr-Hansen; Anne Skovbro; Anni Matthiesen; Christian Dahl Pedersen; Christine Antorini; Christine Feldthaus; Hella Joof; Jesper Arkil; Jette Rohde; Lene Espersen; Mette Schak Dahlmann; Mie Hovmark Christensen; Palle Bjerre Rasmussen; Per Christensen; Peter Schantz; Sara Louise Muhr; Stine Egsgaard; Trine Callesen / Håndværk og byggeri er også for kvinder I: Politiken, 8.1.2019, s. 5-6
- 8) Bidrag til avis – Kronik Henriette Laursen; Sara Louise Muhr; Marianne Egelund Siig / Lad nu ikke den danske selvforståelse spænde ben for vores ligestillingskamp I: Politiken, 3.3.2019, s. 7 Bidrag til avis - Kommentar/debat
- 9) Sara Louise Muhr / Vi skal gøre op med myter og installere bias-blokkere I: Erhvervsmagasinet CSR, Nr. 1, 2019, s. 38-39 Bidrag til avis - Kommentar/debat
- 10) Jannick Friis Christensen; Sara Louise Muhr / Frygten for kvindevoter er irrationel København : Videnskab.dk 7.3.2018 Udgivelser på nettet - Net-publikation
- 11) Jannick Friis Christensen; Sara Louise Muhr / Kvindevoter er en god forretning I: Politiken, 19.4.2018, s. 7 Bidrag til avis - Kommentar/debat
- 12) Sara Louise Muhr / Hvorfor er F-ordet så farligt : Et essay om feminisme, myter om kønsblindhed og mangel på fremgang. I: Lederliv online, 2.11.2017 Tidsskriftartikel
- 13) Jannick Friis Christensen; Sara Louise Muhr / Meritokrati eller kvoter : Illusionen om lighed og frygten for kvoter. I: Ledelse i Dag, Nr. November, 28.11.2017 Tidsskriftartikel
- 14) Sara Louise Muhr; Julie Lorenzen / Cross-cultural Training of Danish Police Officers Cranfield : Case Centre 2016, 25 s. Andet bidrag

Media Appearance

I am regularly interviewed by Danish newspapers and magazines, primarily about topics like diversity, leadership, women and leadership, parental leave, integration, migrants, stress, work-time, work-life balance. I have the last 5 years more than 150 media appearances. See my profile at CBS.dk for a full list: <https://www.cbs.dk/forskning/institutter-centre/institut-organisation/medarbejdere/slmioa>.