

## Bontu Lucie Guschke

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### Academic work experience

#### since 03.2019 Copenhagen Business School, Denmark

- **PhD Fellow** at the Department of Organization (IOA);
- and active member of the cross-departmental CBS BIS Diversity and Difference Platform;
- Research interests: Equality in organizations; Gender; Race; Intersectionality; Black feminist theory; Queer theory; Critical organization studies.
- Dissertation topic: The reproduction of harassment and discrimination in contemporary organizational work settings;
- Supervisors: Prof MSO Sara Louise Muhr, IOA, CBS; Prof Philomena Essed, Graduate School of Leadership and Change, Antioch University, USA; Dr. Brigitte Bargetz, Institute for Social and Political Science, University of Kiel, Germany.

#### 12.2017 – 02.2019 Copenhagen Business School, Denmark

- **Research Assistant (07.18 – 02.19)**
- Main tasks: Leading an EU Horizon 2020 application under the topic 'Mental Health in the Workplace'; Coordinating and implementing a project with KTH Royal Institute of Technology, Sweden, and Hanken School of Economics (GODESS Institute), Finland, on 'Co-creating Gender Equality from Classroom to Organization: Innovations in Nordic Welfare Societies'.
- **Student Assistant (10.16 – 06.18)**
- Main tasks: Developing and writing a teaching case on sexual harassment in the study environment at CBS; Co-writing an EU Horizon 2020 application under the topic 'Addressing the challenge of migrant integration through ICT-enabled solutions'; Leading a successful application to the Nordic Gender Equality Fund.

### Research stays abroad

#### 09.2021 – 02.2022 Humboldt University Berlin, Germany

- **Visiting PhD Fellow** at the Berlin Institute for Empirical Migration and Integration Studies (BIM);
- Hosted by Prof. Dr. Manuela Bojadzjev, Vice-Head of Department, BIM.

### Education

09.2016 – 06.2018

**Master of Science (MSc) in Social Sciences in Organisational Innovation and Entrepreneurship**, Copenhagen Business School

10.2011 – 09.2015

**Bachelor of Arts (BA) in Communication Science and Anthropology**, Free University Berlin

### Publications (peer-reviewed articles and book chapters)

- **Guschke, B.L., Christensen, J.F. and Burø, T. forthcoming 2022 (invited submission)** Sara Ahmed – A Return to Emotion. In: Kivinen, N. and Hunter, C.: *Routledge Focus on Women Writers in Organization Studies, Book 6: Affective Turn in Organization & Management*. Milton: Routledge.
- **Christensen, J.F., Guschke, B.L., Storm, K.I. and Muhr, S.L. 2021.** The norm of norms in HRM research: A review and suggestions for future studies. *Human Resource Management Review*. [online first]
- **Guschke, B.L. and Christensen, J.F. 2021.** From individual to organizational bias: A norm-critical proposition for unconscious bias intervention in organizations. *Kvinder, Køn og Forskning*, 32(3), 86-105.
- **Guschke, B.L. and Sløk-Andersen, B. 2021.** Paying Attention to Tension. Towards a New Understanding of the Organizational Mechanisms Enabling Sexual Harassment. *Ephemera: Theory & politics in organization* [online first]
- **Guschke, B.L., Busse, K.A., Khalid, F., Muhr, S.L. and Just, S.N. 2019.** Sexual Harassment in Higher Education: Experiences and Perceptions among Students at a Danish University. *Kvinder, Køn og Forskning*, 28(1-2), 11-30.

### Further publications

- **Guschke, B.L. Busse, K., Khalid, F. and Muhr, S.L. 2020.** *Sexual Harassment in the University Context. Teaching case and teaching note*. Cranfield: Case Centre.
- **Muhr, S.L., Teilmann-Lock, S., Guschke, B., Christensen, J.F., Mahler, R., Maånsson, E. and Basner, K.I. 2019.** *Co-creation Gender Equality from Classroom to Organizations: Innovations in Nordic Welfare Societies*. Frederiksberg: GenderLAB.
- **Muhr, S.L., Guschke, B.L., Khalid, F. and Busse, K. 2019.** *Let's Talk about Sexual Harassment: An Investigation on Sexual Harassment in the Study Environment at Copenhagen Business School*. Frederiksberg: CBS PRME.
- **Villeséche, F., Guschke, B. and Tisdall, N.S. 2018.** Et år præget af MeToo : Her er det næste skridt. *Kristeligt Dagblad*, 29.12.2018.

### Academic Citizenship (selection of most relevant)

- **PhD representative in the CBS PhD School Committee and in the MOST [Management, Organization, Society, Technology] Cluster, 01.2020 – 08.2021**
- **Development of student-driven PhD course on 'Feminist Theories in Organization, Management and Legal Studies – Perspectives and Application' at CBS, 11.2020**
- **Working group on 'Sexual harassment in the student environment at CBS', 03.2019 – 03.2020**

## Teaching and Supervision

Spring 2020, 2021, 2022

### **Social Innovation and Entrepreneurship, MSc Organizational Innovation and Entrepreneurship, CBS**

Course coordination, teaching, and examination (ca. 80 students); in-class, online and blended. Overall course evaluation (2020; 2021): 4.3/5; 4.0/5. Overall teacher evaluation (2020; 2021): 4.6/5; 4.7/5.

Spring 2020

### **Creative Business Project and Methods for Creative Industry Analysis, MSc Creative Business Processes, CBS**

Supervision and examination of student groups in research projects.

Spring 2020 and 2021

### **Master Thesis supervision, MSc in Business, Language, and Culture and MSc International Business and Politics, CBS**

Supervision and examination of three Master theses (four students).

## Conference Participation (*selection of most relevant*)

- **EGOS – European Group for Organizational Studies**, WU Vienna, 07.2022
- **'A p a r t - Together - Becoming With!' Conference**, University Klagenfurth, Austria, 12.2021
- **Standing Conference on Organizational Symbolism**, Copenhagen Business School, Denmark (online), 07.2021
- **Gender, Work and Organization International Interdisciplinary Conference**, University of Kent, Canterbury, UK (online), 07.2021
- **International Critical Management Studies Conference**, incl. ICMS Doctoral and Early Career Symposium, Open University, Milton Keynes, UK, 06.2019

## Research dissemination (*selection of most relevant*)

- **Presentation at 'That's interesting'** – Cross-disciplinary research dissemination, Copenhagen, Denmark, 03.2022
- **Presentation at NORA** – Journal of Feminist and Gender Research (online), 08.2021
- **Presentation at Academy for Talented Youth**, Copenhagen, Denmark, 04.2020
- **Panelist at Copenhagen Winter Pride** – LGBTQIA+ Human Rights Program, Denmark, 02.2021
- **Presentation at research seminar at the Danish School of Education (DPU)**, Aarhus University, Denmark, 06.2020
- **Panelist at International Women's Day**, Copenhagen Business School, Denmark, 03.2020

## Editorial work

- **Managing Editor** at peer-reviewed journal 'Women, Gender & Research' ('Kvinder, Køn og Forskning'), since 11.2021 (Editorial Board Member since 12.2020)
- **Special Issue (SI) Editor** for a SI on 'Racialization and Racism in Denmark' at peer-reviewed journal 'Women, Gender & Research', expected publication 09.2023
- **Regular reviewer** for Organization, Journal of Business Ethics, Higher Education, NORA – Journal of Feminist and Gender Research, since 06.2020

## Prizes, nominations, and scholarships (*selection of most relevant*)

- **Fonnesbech PhD Award 2021**, awarded for extraordinary PhD research of international relevance, Nominated by: Prof Signe Vikkelsø, Head of Department, IOA, Associate Prof Ursula Plesner, PhD Coordinator IOA, Prof MSO Sara Louise Muhr, IOA. Awarded by Søren Hvidkjær, Dean of Research, CBS.
- **Nomination for the DSEB Education Award 2020**, Endorsed by: Eva Gamborg Grøn, Program Manager cand.soc., Trine Bille, Program Director Cand.soc., Associate Prof Lena Olaison,

Academic Line Coordinator MSc OIE and Vice-Head of Department, MPP, Associate Prof Lise Just, Vice-Head of Department and Teaching Coordinator, IOA.

- **Scholarship „Deutschlandstipendium“ 2014**, Federal Ministry of Education and Research (BMBF), Germany.

### Professional work experience

#### since 12.2017 **ChangemakerXChange, co-created by Ashoka and Robert Bosch Foundation**

- **Global Facilitator** in Ashoka's ChangemakerXChange summits;
- Main tasks: Developing and facilitating workshops and trainings for outstanding young social entrepreneurs, focused on co-creation and peer-learning, including developing tailor-made teaching and training material and methods.

#### 05.2015 – 12.2017 **Impact Aimers**

- **Co-Founder** of Impact Aimers, a collaboration of young international social entrepreneurs,
- Main tasks: Organizing and implementing workshops for emerging changemakers in Europe and the MENA region, including developing tailor-made teaching and training material and methods;
- Supported by Ashoka and the Robert Bosch Foundation.

#### 10.2013 – 03.2015 **Über den Tellerrand kochen, Berlin, Germany**

- **Co-Founder** of an association working with refugees and asylum seekers;
- Main tasks: Idea development, team building, project implementation, community building, fundraising, external communication incl. media outreach;
- Awarded several awards, amongst others by the German Federal Ministry of Research and Education.

Copenhagen, 31.03.2022

