

# Nicole Capriel Ferry

Tenure Track Assistant Professor | Copenhagen Business School | nf.msc@cbs.dk

## CURRICULUM VITAE

### EDUCATION

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#### **Doctor of Philosophy, Cultural Studies and Social Thought in Education** May 2018

*Washington State University, Pullman, WA, USA*

Dissertation: *There's a Leader in You!: A Critical Mapping of Leadership Discourse in the American University*

- Received the 2018 Fredric M. Jablin Doctoral Dissertation Award from the International Leadership Association and the Jepson School of Leadership
- Advisor: Dr. Pamela Bettis
- Cumulative GPA: 4.0

#### **Bachelor of Science, Psychology** May 2011

*Washington State University, Pullman, WA, USA*

- Second Major in Social Sciences
- Double Minor in Women's Studies and Sociology
- Cumulative GPA: 3.95, *Summa Cum Laude*

### ACADEMIC EMPLOYMENT & UNIVERSITY-RELATED EXPERIENCE

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#### **Tenure Track Assistant Professor, Department of Management, Society And Communication** Feb. 2021 - Present

*Copenhagen Business School, Copenhagen, Denmark*

- Researcher on the topics of leadership, gender, and diversity.
- Lecturer at the Bachelors and Masters level, and co- or primary course coordinator for 4 courses across 3 programs.
- Concentration co-coordinator for Diversity and Change Management in the MSc in Business, Language and Culture program (2021-2024).

#### **Assistant Professor and Dissertation Director, Research Institute** Dec. 2019 - Jan. 2021

*City University of Seattle, Seattle, WA, USA*

- Oversaw the dissertation process for doctoral students by coordinating faculty, tracking doctoral student progress, creating long-term student schedules, providing student support, and facilitating dissertation defenses.
- Supervised over 30 doctoral chairs and committee members across two doctoral programs.
- Coordinated comprehensive examinations for doctoral students, including creating exam content, selecting evaluators, and facilitating oral defenses.
- Designed, managed, and taught online, doctoral-level courses and served as chair and committee member on students' dissertation committees.

#### **Assistant Professor and Associate Program Director, School of Applied Leadership** July 2018 - Dec. 2019

*City University of Seattle, Seattle, WA, USA*

- Coordinated and managed all (7) doctoral research courses, including the selection and/or creation of materials, assignments, and activities for both the School of Applied Leadership and the School of Management.
- Planned and executed biannual, on-campus, doctoral workshops for students to learn the dissertation process and doctoral culture.
- Taught online, doctoral-level courses, including coordinating the comprehensive examinations for doctoral students.

**Academic Coach and Editor**

July 2018 - Jan. 2021

*Heartful Editor, Remote Work*

- Coached graduate students and career professionals on academic writing and provided editing services on the mechanics of style, structure, and APA formatting.

**Intern, Gender Identity/Expression and Sexual Orientation Resource Center**

Aug. 2013 - May 2014

*Washington State University, Pullman, WA, USA*

- Coordinated events and services that encouraged sexual health awareness for the LGBTQIA+ student community.

**Leadership Coordinator and Student Organizations Advisor, Office of Student Involvement**

Aug. 2011 - May 2014

*Washington State University, Pullman, WA, USA*

- Supervised and trained a staff of 5 undergraduate students to facilitate workshops on leadership, self/group development, and campus involvement for the university's leadership program.
- Planned an annual leadership conference for up to 300 attendees, including securing spaces, reserving equipment, and confirming workshop and keynote speakers.
- Advised over 400 student organizations on event planning, risk and safety guidelines, fundraising, goal setting, and managing their student-run organization.

**PEER-REVIEWED PUBLICATIONS**

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**Ferry, N., & Guthey, E.\*** (In press). What is leadership? Reflexive provocation in the business school classroom. *Management Learning*. <https://doi.org/10.1177/13505076251361434> \*Authors contributed equally and share first authorship.

**Ferry, N. & Guthey, E.** (In press). Critical theory in leadership studies. In K. Guthrie and R. Whitney (Eds.), *Leadership Theory*. Information Age Publishing.

**Ferry, N.** (2025). Men's leadership development: A framework for advancing gender equity in leadership development. *Academy of Management Learning & Education*. <https://doi.org/10.5465/amle.2023.0090>

Hesselbo, E., **Ferry, N., & Guthey, E.** (2025). Measuring leadership, performing gender: Critical perspectives on leadership assessments and inventories. In C. Harrison (Ed.), *Leadership and Leadership Development* (pp. 182–199). Taylor & Francis. <https://doi.org/10.4324/9781032624976-11>

**Ferry, N.** (2024). Where is the patriarchy?: A review and research agenda for the concept of patriarchy in management and organization studies. *Gender, Work & Organization*, 32(1), 302–329. <https://doi.org/10.1111/gwao.13145>

Guthey, E., & **Ferry, N.** (2024). Mapping the leadership industries: Leadership coaching and leadership assessment. In O. Smolović-Jones, S. Wilson, D. Knights, and H. Liu (Eds.), *Routledge Companion of Critical Leadership Studies* (pp. 284–297). Routledge. <https://doi.org/10.4324/9781003363125-24>

Guthey, E., **Ferry, N., & Remke, R.** (2022). Taking leadership fashions seriously as a vehicle for leadership learning. *Management Learning*, 53(3) 397–416. <https://doi.org/10.1177/13505076211009674>

**Ferry, N., & Guthey, E.** (2021). Start 'em early: Pastoral power and the confessional culture of student leadership development in US universities. *Journal of Business Ethics*, 173, 723–736. <https://doi.org/10.1007/s10551-020-04565-7>

- Jeffries, M., Boyd, A., Lash, J., & **Ferry, N.** (2020). Privilege and practice: Examining gender through personal narrative. In S. Woolley and L. Airtion (Eds.), *Teaching about gender diversity: Teacher-tested lesson plans for K–12 classrooms* (pp. 131–136). Canadian Scholars.
- Cavagnetto, A., Collins, L. B., **Ferry, N.**, Adesope, O., Baldwin, K., Morrison, J., & Premo, J. (2019). May I have your attention: An analysis of teacher responses during a multi-year professional learning program. *Journal of Science Teacher Education*, 30(6), 549–566. <https://doi.org/10.1080/1046560X.2019.1589846>
- Torres, J., & **Ferry, N.** (2019). I am who you say I am: The impact of tutor feedback on pre-service teacher identity. *Practitioner Research in Higher Education*, 12(1), 3–14.
- Torres, J., & **Ferry, N.** (2019). Not everyone gets a seat at the table!: Responding to the language games of diversity. In S. Sharma and A. M. Lazar (Eds.), *Rethinking 21st century diversity in teacher preparation, k-12 education, and school policy: Theory, research, and practice* (pp. 21–28). Springer. [https://doi.org/10.1007/978-3-030-02251-8\\_2](https://doi.org/10.1007/978-3-030-02251-8_2)
- Bettis, P., & **Ferry, N.** (2018). Discourses of adolescence and gender in the United States. *Oxford Research Encyclopedia of Education*. Oxford University Press. <https://doi.org/10.1093/acrefore/9780190264093.013.6>
- Ferry, N.** (2018). It's a family business!: Leadership texts as technologies of heteronormativity. *Leadership*, 14(6), 603–621. <https://doi.org/10.1177/1742715017699055>
- Bettis, P., **Ferry, N.**, & Roe, M. (2016). Lord of the guys: Alpha girls and the post-feminist landscape of American education. *Gender Issues*, 33(2), 163–181. <https://doi.org/10.1007/s12147-016-9153-x>
- Bettis, P. J., & **Ferry, N.** (2016). Gender identities and socialization. In N. Naples, R. C. Hoogland, M. Wickramasinghe, & W. C. A. Wong (Eds.), *The Wiley Blackwell Encyclopedia of Gender and Sexuality Studies*. Wiley-Blackwell. <https://doi.org/10.1002/9781118663219.wbegss342>
- Ferry, N.** (2013). Rethinking the mainstream gay and lesbian movement beyond the classroom: Exclusionary results from inclusion-based assimilation politics. *Journal of Curriculum Theorizing*, 28(2), 104–117.

## PUBLICATIONS UNDER REVIEW & IN PROCESS

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- Ferry, N.**, Guthey, E., & Lysák, M. (Under review). Redefining leadership as relational: Researching and theorizing leadership for gender equity in hospitality. *International Journal of Hospitality Management*.
- Ferry, N.**, Guthey, E., & Spoelstra, S. (Eds.). (Forthcoming 2026). Special Issue: The leadership dynamics of systems change. *Leadership*.

## OTHER PUBLICATIONS

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- Guthey, E., **Ferry, N.**, Parker, V. K., & Pasquali, L. (2025). Locked doors-Denmark's culinary industry during Covid-19. *Nordic Case House/Harvard Business Publishing*.
- Lysák, M., **Ferry, N.**, & Guthey, E. (2021). “Almost like the dark web”: How bowline unites restaurants around the industry’s difficult conversations. *Madlandskaber*. <https://www.madlandskaber.dk/bowline-uniting-restaurants-around-the-industrys-difficult-conversations>

Ferry, N., & Guthey, E. (2020). There is no *Lean In* for men. *Academy of Management Best Paper Proceedings*.  
<https://doi.org/10.5465/AMBPP.2020.79>

## ACADEMIC HONORS & AWARDS

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Paper awarded the CMS Best Leadership Paper by <i>Leadership</i> , Academy of Management meeting	July 2025
Danish Society for Education and Business (DSEB) Education Award, Nominee	Oct. 2024
Paper awarded the CMS Best Critical Gender, Work and Organization Paper, Academy of Management meeting	Aug. 2020
The International Leadership Association and The Jepson School of Leadership's 2018 Fredric M. Jablin Doctoral Dissertation Award	Oct. 2018
American Educational Studies Association and Taylor & Francis Past President's Award for Outstanding Graduate Student Research	Oct. 2017
Washington State University's Graduate and Professional Student Association's Graduate Student Instructor of the Year Award	April 2017
Washington State University's Woman of Distinction, Nominee	April 2017

## EXTERNAL FUNDING, GRANTS, & FELLOWSHIPS

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Otto Mønsteds Fonds' funding for Bowline project <i>Regenerate!</i> (in collaboration with Lifelong Learning at Copenhagen Business School), 99.267,00 DKK	Dec. 2022
City University of Seattle's Provost Research Grant, 1,500 USD	June 2019
Washington State University's Graduate School's Dissertation Year Fellowship Award, 20,000 USD	Aug. 2017 - May 2018
Washington State University's Graduate and Professional Student Conference Travel and Registration Grant Recipient, combined funds received total 2,892 USD	Aug. 2013, 2015, 2016
Washington State University's Department of Teaching and Learning Graduate Student Support Grant Recipient, combined funds received total 1,500 USD	Sept. 2015, 2016

## TEACHING EXPERIENCE

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<b>Instructor, Department of Management, Society and Communication</b> <i>Copenhagen Business School, Copenhagen, Denmark</i>	Feb. 2021 - Present
<ul style="list-style-type: none"> <li>• Leadership (Cand Merc in Strategy, Organization and Leadership), co-course coordinator and co-lecturer</li> <li>• Strategy and Leadership (Cand Merc Psyk), course coordinator, co-lecturer</li> <li>• Diversity Management (MSc in Business, Language and Culture), co-course coordinator and co-lecturer</li> <li>• Introduction to Leadership: Conventional and Critical Perspectives (BSc in Business, Language and Culture), co-course coordinator and co-lecturer</li> </ul>	

- Invited or regular guest lecturer in: Leading Complex Organizations (MSc in Business, Language and Culture); Leadership and Communication (BSc in Business Administration and Digital Management); Knowledge, Leadership, and Change Management (BSc in Business Administration and Digital Management); Culture in a Global Business Context, (BSc in European Studies); Advanced Topics in Leadership Research (PhD course)

*Average teacher evaluation score across all CBS courses 4.8; average overall course evaluation score across all CBS courses: 4.5*

**Instructor, School of Applied Leadership (Online)** July 2018 - Jan. 2021  
*City University of Seattle, Seattle, WA, USA*

- Courses: Qualitative Research Methods; Cultural Competence in a Diverse Society; Doctoral Comprehensive Exam; Doctoral Academic Support

**Instructor, Department of Teaching and Learning** Aug. 2015 - May 2017  
*Washington State University, Pullman, WA, USA*

- Course: Adolescence, Community, and School

**Instructor, Department of Critical Culture, Gender, & Race Studies** Aug. 2013 - May 2015  
*Washington State University, Pullman, WA, USA*

- Courses: Introduction to Gender and Power; Women and Popular Culture; Theoretical Issues in Women's Studies (Advanced topics)

**Instructor, Student Success and Transitions Programs** Aug. 2014 - May 2015  
*Washington State University, Pullman, WA, USA*

- Courses: Pathways to Academic Success Seminar; Seminar in Focused Exploration and Leadership

**Instructor, International Programs (online/in person)** Aug. 2014 - May 2015  
*Washington State University, Pullman, WA, USA*

- Course: Global Leadership

**Co-Instructor, Department of Teaching and Learning** Aug. 2014  
*Washington State University, Pullman, WA, USA*

- Course: Gender and Power in Education (Graduate-level course)

## TEACHING CERTIFICATIONS

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**CBS Executive Learning and Development (ELD) certification (in progress)** April 2025 - Present

- Nominated by Head of Department to participate in series of workshops and co-teaching sessions to further enhance pedagogical and professional skills related to executive education

**Higher Education Teaching Excellence Program (HETEP) certification** April 2023

- Completed the 2-year professional development certification.
- Portfolio selected by HETEP coordinators to use as example for future students.

## THESIS & DISSERTATION SUPERVISION

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**Thesis Supervisor** Jan. 2022 - Present  
*Copenhagen Business School, Copenhagen, Denmark*

- Completed Master theses, primary supervisor: 12
- Completed Master theses, co-supervisor: 8

- Completed Bachelor theses, co-supervisor: 1

PhD WIP-1 Discussant for Theis Oxholm (with Sara Louise Muhr) June 2025  
*Copenhagen Business School, Copenhagen, Denmark*

Internship Supervisor Jan. 2023  
*Copenhagen Business School, Copenhagen, Denmark*

- Completed internships: 2

PhD Dissertation Opponent for Emilie Hesselbo (with Peter Svensson) Sept. 2022  
*Lund University, Malmö, Sweden*

Doctoral (EdD) Thesis Supervisor Oct. 2019 - Jan. 2021  
*City University of Seattle, Seattle, WA, USA*

- Completed doctoral dissertations, chair: 3; committee member: 5

## **INDUSTRY EDUCATION & ENGAGEMENT**

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### INVITED WORKSHOPS/TRAININGS FOR LEADERS & TEAMS

Facilitator for the Female Leadership Academy's Elevate Leadership Academy workshop series (Dec. 2025), *Leadership Diverse Teams*, Copenhagen, Denmark.

Invited workshop for KPMG's Female Leadership Academy (March/Oct./Nov. 2022, March 2023; April 2025), *Power, politics, and gender at work*, with Eric Guthey, Copenhagen, Denmark.

Invited workshop for Danske Bank (2024, Oct. 23), *Building blocks: Thought leadership on the practice of leadership itself*, Værløse, Denmark.

Invited workshop for Jabra (2024, June 12), *Thinking and acting inclusively in professional teams*, Copenhagen, Denmark.

Invited speaker for FoodPrint Nordic (2023, March 2), *Diversity and social sustainability in the culinary industry*, Copenhagen, Denmark.

Invited workshop for Hotel-og Restaurantskolen København (2021, June 22), *Rebooting leadership as a team sport post-COVID*, Copenhagen, Denmark.

### COMMUNITY IMPACT & RESEARCH LEADERSHIP

**Co-Coordinator and Research Member, Bowline** 2021 - 2024  
*Copenhagen, Denmark*

Bowline was a coalition between academics, chefs, restaurateurs, and other food industry stakeholders that worked to strengthen ties, share knowledge, and help the restaurant community respond to current as well as future challenges. Bowline received FoodSHIFT2030's 2022 Innovator Award and executed initiatives and events, including:

- *Regenerate!* working group and workshop series (Dec. 2022 - Feb. 2024): A collaboration between MSC, Hotel-og Restaurantskolen København, FoodSHIFT2030, and University of Copenhagen that brought together key culinary industry stakeholders as a working group to create a leadership development course for Hotel-og Restaurantskolen København. Received 99.267,00 DKK from Otto Mønsted's Fonds.

- Workshops and presentations for Roskilde festival (July 1, 2023), *Something's Fishy*, Roskilde, Denmark; GRASP festival and conference (Oct. 2, 2022), *How Much Does a Carrot Cost?*, Roskilde, Denmark; and Madens Folkemøde (May 3, 2022), Maribo, Denmark.
- A roundtable dinner at Amass (Nov. 15, 2021). *Food, collaboration, and transformation* with CBS Kontinuum and FoodSHIFT2030, Copenhagen, Denmark.
- *City Lights* events (April/June/Aug. 2021), a series of separate walk-and-talks around Christiania, Christianshavn, and Vesterbro with culinary industry stakeholders to create civic conversations about what we learned from the COVID crisis.

**Co-Founder and Contributing Member, Allies to Advocates (A2A)**  
**Educational Collaborative**

Aug. 2016 - May 2019

*Remote Work*

- Co-founded a research and consulting team that addressed social justice issues, especially policies and practices impacting LGBTQIA+ communities within organizations.
- Facilitated workshops for elementary and secondary teachers and administrators on the topics of heteronormativity, creating gender-equitable policies, allyship, transgender issues, and inclusive language.

**Research Team Member, Cultural Studies and Social Thought in**  
**Education Research Group**

Aug. 2016 - May 2017

*Washington State University, Pullman, WA*

- Selected to participate in research group focused on understanding the role of Whiteness in teacher preparation programs.
- Transcribed, coded, and analyzed data gathered from interviews of aspiring elementary and secondary school teachers on the issues of Whiteness, race, diversity, and culturally-responsive teaching.

**INVITED SPEAKING ENGAGEMENTS**

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Invited speaker for Københavns Universitet Postdoc Network's seminar: Diversity and Gender Bias in Academia (2025, March 27). *Approaches to gender-based leadership development*. University of Copenhagen, Copenhagen, Denmark.

Invited workshop for Founder to Leader (2024, March 6), *What is leadership?: A participatory exercise* with Eric Guthey, Copenhagen Business School, Copenhagen, Denmark.

Invited discussant for Emma Bell at the British Academy of Management's (BAM) Leadership & Leadership Development SIG (2023, June 7), *The leadership of refusal: Remaking the narrative of the falling woman leader*, virtually held.

Invited panelist for Business Humanities and Law (2023, Feb. 22). *Leadership panel discussion*, with Frank Meier and Sverre Spoelstra, Copenhagen Business School, Copenhagen, Denmark.

Invited workshop for Colorful CBS (2022, Dec. 1), *Queer(ing) leadership*, Copenhagen Business School, Copenhagen, Denmark.

Invited guest lecturer in Critical Perspectives on Leadership, PhD course (professors Sverre Spoelstra and Dan Kärreman; 2021, April 3), *There's a leader in you!: Breaking down the self in leadership development practices*, Lund University (held virtually, COVID-19).

Invited 'External Speaker of the Year' by the Dean of Graduate Studies for the Leadership Advancing Socially Engaged Research program (2019, May 29), *Leading with social justice*, University of Notre Dame, Notre Dame, IN, USA.

Invited guest lecturer at University of West Georgia (2018, Sept. 25), *Knowing when to step in: A bystander intervention training* with Humberto Cerrillo, Carrollton, GA, USA.

Invited workshop for Inland Northwest Society of Human Resource Management Association (2017, May 3), *Allies to Advocates: Creating gender inclusive policy and practices in the workplace* with Ashley Boyd, Matthew Jeffries, Johanna Lash, Spokane, WA, USA.

Invited workshop for Asotin School District (2017, April 12), *Allies to Advocates: Working with transgender children and parents* with Ashley Boyd, Matthew Jeffries, Johanna Lash, Asotin, WA, USA.

Invited judge and commentator for Intersections of Culture and Mathematics debate (2016, Oct. 27), *Gender equity in STEM fields*, Washington State University, Pullman, WA, USA.

Invited speaker for the Emerging Leaders Program (2016, Oct. 13), *Creating culturally conscious leaders*, Washington State University, Pullman, WA, USA.

Invited panelist for InQueery Symposium (2011, April 14), *Diagnosing gender: The APA's pathologization of queer bodies*, Washington State University, Pullman, WA, USA.

## **MEDIA & INTERVIEWS**

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*ILA Leadership Journeys Webinar - Advancing Leadership Programs Via Executive Coaching with Carolyn Stefanco* (2024, July 17). Panellist with Trisha Gott, Oliver Seale, Jay Gary [Webinar].

*Non-traditional leadership models for our new era* (2024, Jan. 4). Interviewed with Nathan Eva on Maureen Metcalf's Innovating Leadership: Co-Creating Our Future [Podcast].

*Can Everyone Be a Leader?* (2023, April 16). Interviewed on Tomas Vemola's Leadership Audio [Podcast].

*Discourse on leadership: A critical appraisal, an interview with Bert Spector* (2017, June 7). Invited interviewer of Bert Spector for the International Leadership Association's Intersections Newsletter.

## **SELECTED REFEREED CONFERENCE PRESENTATIONS**

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Empson, L., Gagnon, S., (Organizers) Carroll, B., Spoelstra, S., Ferry, N., Guthey, E., Udod, S., Uhl-Bien, M. (2025, July 27). *Researching collective leadership: Controversies and contexts*. Professional development workshop panelist at the Academy of Management Annual Meeting, Copenhagen, Denmark.

Guthey, E., Ferry, N., & Lysák, M. (2025, July 27). *Redefining leadership for gender equity in international culinary networks*. Paper presented at the Academy of Management Annual Meeting, Copenhagen, Denmark..

\*Recipient of the CMS Best Leadership Paper Award, Sponsored by the journal *Leadership*.

Hartman, S., Backmann, J., Eib, C. (Organizers), Ferry, N., Gazdag, B., Romani, L., Unger, D., Wu, C. (2025, July 27). *Finding a job in Europe*. Professional development workshop panelist at the Academy of Management Annual Meeting, Copenhagen, Denmark.

Ferry, N. (2025, July 5). *Performing hybrid masculine leadership in craft brewing*. Paper presented at the European Group for Organizational Studies, Athens, Greece.



Bolden, R., Empson, L., Jackson, B., Ferry, N. Priest, K., Gagnon, S., & Guthey, E. (2024, Dec. 10). *Collective leadership: Connecting ideas, communities and worldviews*. Symposium panelist at the International Studying Leadership Conference, Birmingham, UK.

Ferry, N., Taylor, S., Guthey, E., Bell, E. (2024, Dec. 9). *Performing hybrid masculine leadership in craft brewing*. Paper presented at the International Studying Leadership Conference, Birmingham, UK.

Ferry, N., Bell, E., Guthey, E., & Taylor, S. (2024, Sept. 4). *Craft masculinity: Mapping gender in the craft beer industry*. Paper to be presented at The Danish Gender Conference, Copenhagen, Denmark.

Guthey, E., & Ferry, N. (2024, July 4). *Word salad: The limits of leadership discourse for promoting gender equity and change in culinary contexts*. Paper presented at the European Group for Organizational Studies, Milan, Italy.

Ferry, N., & Guthey, E. (2023, Oct. 15). *Research on sexual harassment and leadership: Links, parallels, and consequences for theory and practice*. Paper presented at the International Leadership Association's Global Conference, Vancouver, Canada.

Ferry, N., Bell, E., Guthey, E., & Taylor, S. (2023, April 13). *Gender trouble brewing: Cultures of toxic masculine leadership in the craft alcohol sector*. Paper presented at NEOMA's Mini-Conference on Leadership and Positive Change in Organisations, Reims, France.

Guthey, E., Ferry, N., & Kärreman, D. (2022, Dec. 13). *Ideology in leadership studies*. Paper presented at the International Studying Leadership Conference, Brighton, UK.

Guthey, E., & Ferry, N. (2022, Aug. 5). *The concept of ideology in leadership studies: A critical review*. Paper presented at the Academy of Management conference, Seattle, WA, USA.

Ferry, N., & Guthey, E. (2022, May 5). *A feature, not a bug: Sexual harassment as organizational context, and implications for leadership*. Paper presented at the Interdisciplinary Perspectives on Leadership Symposium, Mykonos, Greece.

Ferry, N. (2021, Dec. 14). *From patriarchy to gender to...? Reconsidering studies on gender and leadership through a feminist lens*. Paper presented at the International Studying Leadership Conference (virtually held, COVID-19).

Ferry, N., & Guthey, E. (2021, Nov. 4). *Making the "strengths campus": Redefining the purposes of leadership development and higher education*. Paper presented at the American Educational Studies Association Conference, Seattle, WA, USA.

Guthey, E., & Ferry, N. (2021, Oct. 22). *Emergent collaboration and leadership in the face of crisis and complexity: "Bowline" as an adaptive space*. Paper presented at the Presented at the International Leadership Association Global Conference, Geneva, Switzerland.

Ferry, N., & Uhl-Bien, M. (2021, Oct. 11). *Re-thinking gender in management discourse: examining articles on gender through a feminist lens*. Paper presented at Ashton School of Business, Gender Issues in Business Schools Conference (virtually held).

Ferry, N., & Guthey, E. (2020, Nov. 8). *Strengths campuses: The leadership assessment industry goes to school*. Paper presented at the International Leadership Association's Global Conference, San Francisco, CA, USA.

Guthey, E., & Ferry, N. (2020, Aug. 11). *The cultural and commercial production of leadership*. Paper presented at the Academy of Management Annual Meeting (virtually held, COVID-19).

Ferry, N., & Guthey, E. (2020, Aug. 10). *There is no Lean In for men*. Paper presented at the Academy of Management Annual Meeting (virtually held, COVID-19). \*Recipient of the CMS Best Critical Gender, Work and Organization Paper, sponsored by the journal *Gender, Work and Organization*.

Ferry, N. (2020, July 2). *Men's leadership is not a thing: The gender politics behind the unmarked category*. Paper presented at the European Group for Organizational Studies (virtually held, COVID-19).

Collins, L., & Ferry, N. (2019, Sept. 26). *Disrupting the norm: Addressing the dominant discourse of science*. Paper presented at The Geological Society of America Conference, Phoenix, AZ, USA.

Guthey, E., & Ferry, N., & Remke, R. (2019, Aug. 11). *A critical perspective on leadership fashions*. Paper presented at the Academy of Management Annual Meeting, Boston, MA, USA.

Ferry, N., & Guthey, E. (2019, July 4). *Student leadership development in the therapeutic university*. Paper presented at the European Group for Organizational Studies, Edinburgh, Scotland.

Ferry, N., & Guthey, E. (2018, Dec. 17). *Start 'em early: Confessional culture in US undergraduate leadership development*. Paper presented at the International Studying Leadership Conference, Lancaster, UK.

Boyd, A. S., Ferry, N., Jeffries, M. S., & Lash, J. (2018, Nov. 10). *The complexity of teaching for social action: Exploring a case study of potential change in a secondary civics classroom*. Paper presented at the American Educational Studies Association Conference, Greenville, SC, USA.

Ferry, N. (2018, Nov. 10). *The leaderfull moment: Problematizing the 'everyone-can-be-a-leader' model in higher education*. Paper presented at the National Women's Studies Association Conference, Atlanta, GA, USA.

Ferry, N. (2018, Oct. 25). *There is no Lean In for men*. Paper presented at the International Leadership Association's Global Conference, West Palm Beach, FL, USA.

Guthey, E., & Ferry, N. (2018, May 31). *Start 'em early: Confessional culture in undergraduate leadership development*. Paper presented at the Next Generation Leadership Conference, Pretoria, South Africa.

Bettis, P., Benjamin, C. B., Ferry, N., Sataraka, J., Schmidt, J., & Groves, P. G. (2018, April 14). *Maintaining white supremacy through white femininity*. Paper presented at the American Educational Research Association Conference, New York, NY, USA.

Boyd, A. S., Ferry, N., Jeffries, M. S., & Lash, J. (2018, April 13). *Scaffolding for social action: Examining the potential for change in a public-school civics classroom*. Paper presented at the American Educational Research Association Conference, New York, NY, USA.

Ferry, N. (2017, Oct. 15). *A useful problem: Leadership as a pharmakon in the age of terror*. Paper presented at the International Leadership Association's Global Conference, Brussels, Belgium.

Remke, R. V., Guthey, E. R., Lowe, K. B., Uhl-Bien, M., Ferry, N., & Kempster, S. (2017, Oct. 13). *Responsible leadership in a post-truth world*. Panel presentation at the International Leadership Association Global Conference, Brussels, Belgium.

Ferry, N. (2017, Oct. 13). *The choice is yours! Discourses of leadership in neoliberal times*. Paper presented at the International Leadership Association's Global Conference, Brussels, Belgium.

Cavagnetto, A., Morrison J., Baldwin, K., Adesope, O., & Ferry, N. (2017, April 25). *Exploring teacher perceptions of the enhancing understanding of concepts and practices of science (EUCAPS) project*. Paper presented at the National Association for Research in Science Teaching, San Antonio, TX, USA.

Ferry, N. (2016, Dec. 13). *Leaders wanted: Neoliberalism and the self-making enterprises of leadership discourse in higher education*. Paper presented at the International Studying Leadership Conference, Edinburgh, Scotland.

Ferry, N. (2016, Dec. 12). *Mapping leadership: Following, wandering, and archiving as methodologies for studying leadership in the university*. Paper presented at the International Studying Leadership Conference, Edinburgh, Scotland.

Ferry, N. (2016, Nov. 4). *Mythologies of meritocracy: Everyone can be a leader and the co-option of inclusion in the university*. Paper presented at the International Leadership Association Global Conference, Atlanta, GA, USA.

Gleason, S. C., & Ferry, N. (2016, May 21). *Metaphors of mapping for qualitative inquiry*. Paper presented at the International Congress of Qualitative Inquiry, Urbana-Champaign, IL, USA.

Lupinacci, J., Ferry, N., Gleason, S. C., & Torres, J. (2016, Feb. 18). *Discourse analysis: Reading between the lines/escaping the boundaries*. Paper presented at the Globalization, Diversity, and Education Conference, Spokane, WA, USA.

Bettis, P., & Ferry, N. (2016, Feb. 18). *Mapping contemporary discourses of adolescence and gender*. Paper presented at the Globalization, Diversity, and Education Conference, Spokane, WA, USA.

Ferry, N. (2015, Dec. 15). *It's a family business!: Leadership texts as technologies of heteronormativity*. Paper presented at the International Studying Leadership Conference, Lancaster, UK.

Ferry, N., & Ward, M. (2015, April 17). *The Post-Feminist Diaries: The pedagogical implications of film*. Film presented at the Feminist Pedagogy Conference, New York, NY, USA.

Ferry, N. (2014, Nov. 15). *There's a leader in you!: Producing leadership in the neoliberal university*. Paper presented at the National Women's Studies Association Conference, San Juan, PR.

Ferry, N. (2014, Oct. 31). *Everyone can be a leader!: Meritocracy and the employable student leader*. Paper presented at the American Educational Studies Association Conference, Toronto, ON.

Ferry, N., & Ward, M. (2014, Oct. 30). *"Nobody actually wants to...": The embodiment of post-feminism*. Paper presented at the American Educational Studies Association Conference, Toronto, ON.

Ward, M., Ferry, N., & Jeffries, M. (2013, Nov. 3). *Risky business: Education and the management of bodies in the neoliberal university*. Paper presented at the American Educational Studies Association Conference, Baltimore, MD, USA.

Ferry, N. (2013, Feb. 22). *Leadership: Self-help meets astrology*. Paper presented at the Globalization, Diversity, and Education Conference, Vancouver, WA, USA.

Bettis, P., Becerra, L., Morales, I., & Ferry, N. (2012, Nov. 3). *Living on/in/with borders: Empaques, quinceañera, curriculum, bodies, work and youth*. Paper presented at the American Educational Studies Association Conference, Seattle, WA, USA.

Ferry, N. (2012, Nov. 3). *Let me in! Equal rights and the mainstream gay and lesbian movement*. Paper presented at the American Educational Studies Association Conference, Seattle, WA, USA.

Attwood, A., Morales, M. I., Reynoso, J., Becerra, L., Scales, C., Hazelwood, B. L., Gleason, S., Ferry, N., Ward, M., Holt, R., Levi, M., Basheer, A., & Warner, D. (2011, Feb. 23). *Representations in the "Occupy" movement*. Paper presented at the Globalization, Diversity, and Education Conference, Vancouver, WA, USA.

## ACADEMIC CONFERENCE LEADERSHIP & HIGHLIGHTS

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Stream Co-Convenor for 2025 European Group for Organizational Studies, Athens, Greece, with Emma Bell and Luca Pareschi. *Sub-theme 88: Craft and Emerging Forms of Organizing Imaginatively Otherwise*.

Conference co-chair and co-organizer for the 21<sup>st</sup> International Studying Leadership Conference (Dec. 10-12, 2023), Copenhagen, Denmark (with Sverre Spoelstra and Eric Guthey). \*Highest attendance in ISLC history

Invited panelist for *ILA Spotlight Session: Evaluating the impact of leadership education: Navigating varied perspectives on measurement* (2023, Oct. 14). The International Leadership Association's Global Conference, Vancouver, Canada. Co-panelists: Bruce J. Avolio, David V. Day, Susan Murphy, and Kevin Lowe (Chair).

Invited panelist for closing plenary session, *Does leadership studies need a reboot?* (2021, Dec. 14). The International Studying Leadership Conference (virtually held, COVID-19). Co-panelists: Suzanne Gagnon, Jacqueline Ford, David Collinson, Keith Grint, and Owain Smolović Jones (Chair).

Panel Chair for *Reimagining the Connections Between Leadership and Large-Scale Systems Change* (2021, Oct. 22). The International Leadership Association Global Conference, Geneva, Switzerland. Panelists: Jonathan Gosling, Eric Guthey, Minna Paunova, and Dan Kärreman.

Presenter at special session for Jablin Dissertation Award recipient (2018, Oct. 26). *There's a leader in you!: A critical mapping of leadership discourse in the American university*. The International Leadership Association's Global Conference, West Palm Beach, FL, USA.

Selected Participant for the Emerging Scholars Research Consortium at the International Leadership Association Global Conference, Brussels, Belgium (2017, Oct. 13). Poster presented: *There's a leader in you!: Examining leadership discourse and development in the university*. Mentor: Stella M. Nkomo.

Panel Chair for *Leadership Development* (2016, Dec. 11). The International Studying Leadership Conference Edinburgh, Scotland. Panelists: Robyn V. Remke, Eric Guthey, and Steve Kempster.

Invited Introduction for conference keynote speaker, Dr. CJ Pascoe (2015, Feb. 27). Globalization, Diversity, and Education Conference, Spokane, WA, USA.

## ACADEMIC SERVICE

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### Committee Member, Committee on the Advancement of Leadership Programs

Sept. 2023 - Dec. 2025

#### *International Leadership Association*

- Worked with scholars and practitioners from around the world to analyze existing leadership development programs and to formulate research-informed guidelines, webinars, and pilot programs that institutions and organizations could use to develop leaders more effectively.

### Co-Coordinator, Diversity and Change Management Concentration

July 2021 - July 2024

#### *Copenhagen Business School, Copenhagen, Denmark*

- Structured and organized the concentration, managed transfer credits, and provided new students an introduction to the concentration.

### Academic Coordinator, Leadership Research Paper Series

March 2022 - June 2023

*The Leadership Centre, Copenhagen Business School, Copenhagen, Denmark*

- Planned, coordinated, and facilitated seminars that brought together academics from across CBS interested in leadership to highlight the wealth of ongoing leadership research and break down organizational silos and encourage scholarly collaboration across various departments.

### EDITORIAL ROLES & REVIEWING SERVICE

- *Leadership* editorial board member Feb. 2025 - Present
- Peer reviewer for the following journals: *Leadership, Journal of Business Ethics, Management Learning, Gender, Work & Organization, Business Ethics Quarterly, Equality, diversity and inclusion: An international journal* Sept. 2021 - Present
- Conference submissions reviewer for: the International Leadership Association's Global Conference (2016, 2020); the American Educational Studies Association Conference (2018); Globalization, Diversity, and Education Conference (2012-2014)
- Awards selection committee for: The College of Education Staff Excellence Award, Washington State University (2017); the Leadership and Engagement Awards of Distinction, Washington State University (2016); the President's Award, Washington State University (2011-2014)
- Reviewer, Teacher Candidate Selection for the College of Education, Washington State University March 2016 - May 2017

### OTHER UNIVERSITY-RELATED SERVICE

- Volunteer as Academic Support for students with psychological/neurological disabilities, Student Counselling Service, Copenhagen Business School Feb. 2022 - Dec. 2024
- Faculty judge for Diversity and Difference Platform, 'Best Diversity Thesis' award, Copenhagen Business School Sept. 2022
- Committee member, Faculty Development Conference, City University of Seattle Oct. 2018 - Dec. 2020
- Committee member, Orientation Counselor Selection, Washington State University Oct. 2015
- Speaker Selection Committee for Globalization, Diversity, and Education Conference Oct. 2014
- Committee member, The President's Commission on the Status of Women, Washington State University Oct. 2011 - Aug. 2013

### ACADEMIC & PROFESSIONAL MEMBERSHIPS

- DM (formerly Dansk Magisterforening)
- *Gender, Work & Organization's* Queer Feminist Network
- DiverseEksperter consultant