

# Nicole Capriel Ferry

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## CURRICULUM VITAE

### EDUCATION & CURRENT ACADEMIC EMPLOYMENT

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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

#### 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).

### SELECTED 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>

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*.

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>

**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>

**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.

## EXTERNAL FUNDING, GRANTS, & FELLOWSHIPS

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Otto Mønstedts Fonds’ funding for Bowline project *Regenerate!* (in collaboration with Lifelong Learning at Copenhagen Business School), 99.267,00 DKK Dec. 2022

Washington State University’s Graduate School’s Dissertation Year Fellowship Award, 20,000 USD Aug. 2017 - May 2018

## TEACHING EXPERIENCE

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**Instructor, Department of Management, Society and Communication** Feb. 2021 - Present  
*Copenhagen Business School, Copenhagen, Denmark*

- Leadership (Cand Merc in Strategy, Organization and Leadership), co-course coordinator and co-lecturer
- Strategy and Leadership (Cand Merc Psyk), course coordinator, co-lecturer
- Diversity Management (MSc in Business, Language and Culture), co-course coordinator and co-lecturer
- Introduction to Leadership: Conventional and Critical Perspectives (BSc in Business, Language and Culture), co-course coordinator and co-lecturer

*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)

## 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.
- *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)**

Aug. 2016 - May 2019

#### **Educational Collaborative**

*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.

## 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.

## 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).

## 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

## 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