

Viviana Meschitti, PhD, MSc

Present role **Associate Professor in Organization Theory and Human Resource Management**
University of Bergamo, Italy

Web profiles [Scopus](#) [Orcid](#) [ResearchGate](#)

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Education

10/2008 - 9/2012	PhD, Communication Sciences - Università della Svizzera italiana (USI), Lugano. Dissertation title: "Fostering teamwork and socialization in collaborative working environments: insights from a situated study on a university research team". Supervisor: prof. Antonella Carassa. Awarded 26/9/2012. Grade award: summa cum laude.	Switzerland
10/2004 - 7/2006	Master of Science in Communication - Università della Svizzera italiana (USI). Major in Media Management. Grade award: 10/10.	Switzerland
9/2004 - 12/2004	European Graduate Certificate in Intercultural Communication ICHEC - Brussels Management School.	Belgium
10/2001 - 7/2004	Bachelor of Science in Communication - Università della Svizzera italiana (USI). Grade award: 8,5/10.	Switzerland

Academic and professional experience

10/2021 present:	Università degli studi di Bergamo – Department of Management Associate Professor in Organization Theory and Human Resource Management <ul style="list-style-type: none">- Course director, Master in Human Resource Management and Development;- Departmental lead for Internationalisation and Erasmus programmes;- Module leader, UG level: Organization Theory (ITA, 6ECTS, AA 22/23, 21/22); HRM (ITA, 6ECTS, AA 23/24);- Module leader, PG level: Managing People and Organizational Behavior (EN, 12ECTS, AA 22/23, 21/22);- Lecturer, Organization Theory (PhD);- Dissertation supervisor, UG and PG level.	Italy
10/2017- 9/2021:	University of Huddersfield – The Business School, Department of Management Senior Lecturer in Management (Lecturer from October 2017 till January 2019) <ul style="list-style-type: none">- Course leader, Business Administration and Management (Top Up) and Human Resource Management (Top Up);- Module leader, UG modules Leadership (2020/21; 2019/20), Management in an IT environment (2020/21; 2019/20), Organisational Behaviour (2018/19, 2017/18), Cross cultural studies (2017/18), and tutor for a variety of other UG modules;- Dissertation supervision, UG, PG and PhD level (1 PhD completion to date);- Research and teaching expert for the Erasmus+ project SHARPEN (HR management in small and medium-sized enterprises).	UK
3/2014 – 7/2017	Birkbeck, University of London - Department of Management Research Fellow, FP7 project "TRIGGER" (TRansforming Institutions by Gendering contents and Gaining Equality in Research) <ul style="list-style-type: none">- Coordination and monitoring of TRIGGER actions, preparation and submission of deliverables, organisation and participation in consortium meetings;- Leader of the two research actions "Gender cultures in research and science" and	UK

“Decision making in the doctoral trajectory” (recruitment of participants, data collection and analysis, preparation and submission of publications);
Associate Lecturer (2016/17, 2015/16, 2014/15), PG/PhD module “Perspectives on Organisation”, 15 ECTS.

5/2005 - 3/2013	Università della Svizzera italiana (USI) Part-time (50-70%) Research Assistant, Equal Opportunities Service & Institute of Psychology and Sociology of Communication	Switzerland
	<ul style="list-style-type: none"> - Design, implementation and evaluation of the USI mentoring programme for women PhD students and post-doc researchers, and coordination of the programmes in partnership with the other Swiss universities; - Bidding for funds in the framework of the Swiss Federal Programme “Equal Opportunities at Universities”; - Organisation of career-development activities for women and early-career academics; - Guest lecturer, UG modules “Social psychology” and “Technologies to support collaborative work”; PG module “Workplace studies”. 	
10/2007 - 2/2008	European Commission - Information Society and Media DG (INFSO) , Brussels Trainee, direction “ICT Addressing Societal Challenges”.	Belgium

Visiting fellowships

12/2023 -1/2024	Visiting researcher, University of Hong Kong Host: Dr. Hugo Horta, Consortium for Higher Education Research in Asia (CHERA).	Honk Kong
9/2013 - 3/2014	Visiting researcher, University of Bath Host: prof. Russ Vince, Organisation Studies Group, School of Management.	UK
6/2011	Visiting researcher, University of Rome “La Sapienza” Host: prof. Cristina Zuccheromaglio, Laboratory “Interaction & Culture”, Department of Social and Developmental Psychology.	Italy

Service

Membership of committees and boards

2017 - present	Editorial Board Member, <i>Journal of Research in Gender Studies</i> (Addleton Academic Publishers)
2019 - 2021	Member of the University of Huddersfield Business School Athena SWAN self- assessment team
2015- 2017	Member of Birkbeck Athena SWAN self-assessment team Co-leader (with Birkbeck Human Resources) of the Athena SWAN Academic Mentoring Programme
AY 2010-2011	PhD students’ representative, USI Department of Communication Sciences.

External examiner and reviewer activities

2020 - present	External examiner, Hospitality and Management UG modules, Sheffield Hallam Business School
2021, Oct. 4th	External examiner, Doctorate in Business Administration, University of Liverpool
2021, June 28th	External examiner, PhD dissertation, University of the West of Scotland

2021, Febr. 4th	External examiner, PhD dissertation, Birkbeck University of London
2015 - present	Reviewer, <i>Asian Women</i> (The Research Institute of Asian Women), <i>European Journal of Higher Education</i> (Taylor & Francis), <i>Gender in Management</i> (Emerald), <i>Higher Education</i> (Springer), <i>Higher Education Quarterly</i> (Wiley), <i>International Journal of Business Communication</i> (Sage), <i>International Journal of Gender and Entrepreneurship</i> (Emerald), <i>International Journal of Learning and Change</i> (Inderscience Publishers), <i>Journal of Management Development</i> (Emerald), <i>Leadership</i> (Sage), <i>Management Learning</i> (Sage), <i>Studi Organizzativi</i> (Franco Angeli), <i>Studies in Graduate and Postdoctoral Education</i> (Emerald), <i>Studies in Higher Education</i> (Taylor & Francis), <i>Sociologia del Lavoro</i> (Franco Angeli).
2014 - 2016	Reviewer and Session Chair (2014, 2015), Conference of the <i>Society for Research into Higher Education</i>
2013 - 2016	Reviewer, Annual Meetings of the <i>Academy of Management</i> (OB, MED, GDO)

Grants

2016	Birkbeck School grant <i>Gender and career development in STEM: improving policy and practice</i> , with Helen Lawton Smith, £2000 to support research networking events.
2015	Birkbeck School grant <i>Gender equalities in regional studies and in career practice</i> , with Helen Lawton Smith, £4200 to support research networking events.
2009, 2010, 2011:	PhD summer school grants, awarded by the Swiss National Science Foundation for participating in the 13 th , 14 th , and 15 th editions of the Swiss Summer School <i>Methods in the Social Sciences</i> .

Professional recognitions

May 2017	Fellow of the Higher Education Academy (Reference PR122210)
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Impact and public engagement

External consultancies

Expert for the Horizon 2020 CASPER project, January 2021, participation in a co-creation workshop, www.caspergender.eu

Expert for the Horizon 2020 Gender Equality Academy project, June 2020, delivery of two online lectures, ge-academy.eu

Evidence to the House of the Commons Women and Equalities Select Committee - *Women in executive management* inquiry. Published on April 25th 2017
<http://data.parliament.uk/writtenevidence/committeeevidence.svc/evidencedocument/women-and-equalities-committee/women-in-executive-management/written/31315.html>

Public speaking (invitations)

Associazione Culturalmente. Public event *Coltivare il proprio futuro nel lavoro oggi. Innovazione e formazione continua*. Panellist, November 12th 2021.

Professors without Borders (prowibo.com) Online Conference. *Improving Women's Retention in Higher Education*. Panellist, March 27th 2021.

Convegno Annuale della Conferenza Nazionale degli Organismi di Parità delle Università Italiane (Annual Meeting of the National Assembly of the Equality Committees of Italian Universities) *Smart Academia*. Panellist, December 3-4 2020.

WISE – Women in Science and Engineering. Speaker at the event *Progressing your female talent to senior roles*. April 4th 2017.

Oxford Learning Institute, University of Oxford (UK). Talk: *Building an academic career: does gender still matter?* October 13th 2016.

Dundalk Institute of Technology (Ireland). Panellist at the event *Career paths, gender and early stage careers*. May 21st 2015.

Università Politecnica delle Marche (Italy). Introductory talk at the workshop *Gender issues in knowledge-based entrepreneurship: Women as knowledge creators and entrepreneurs*, with Prof. Helen Lawton Smith. May 11th 2015.

Università della Svizzera italiana and Business and Professional Women (Switzerland). Panellist at the event *Telework, one of the options in the path towards fair pay?* March 25th 2011.

Project reports and working papers

Maršíková, K., Rajander, T., Clauß, A-M., Medžiūnienė, I., Meschitti, V., Štichhauerová, E., Davies, J., Dulkè, D., Komulainen, R., Macháčková, V., Richter, M., Schumann, C-A., Moš, O. & Forkel, E. 2019. *People management challenges for SMEs in five European regions: Spotlighting the (in)visible and the (in)formal*. University of Huddersfield. https://efis.tul.cz/sharpen/upload/PublicationHRMinSMEs_research.pdf

Declich G., D'Andrea L. & TRIGGER partners. 2017. *Triggering institutional change towards gender equality in science. Final guidelines of the TRIGGER project*. <http://triggerproject.eu/wp-content/uploads/2018/01/TRIGGERING-PAGG-SINGOLE.pdf>

Meschitti, V. Lawton Smith H., Panton, M. 2017. *Mentoring handbook of good practice*. http://www.bbk.ac.uk/trigger/docs/Mentoring_Handbook_of_Best_Practice-Web.pdf

Meschitti, V. 2017. Working Paper No. 5. Embarking on a doctoral journey: insights from a longitudinal study on decision-making during a PhD. *TRIGGER Research Working Paper Series*, http://www.bbk.ac.uk/trigger/our-research/research-and-publications/TRIGGERWP_Embarkingonadoctoraljourney.pdf

Meschitti, V. Hein, W., Etkowitz, H., Lawton Smith H. 2016. Working Paper No. 4. Gender Cultures in Research and Science: An Investigation at Birkbeck. *TRIGGER Research Working Paper Series*, http://www.bbk.ac.uk/trigger/docs/TRIGGER_WP_04.pdf

Lawton Smith, H., Henry, C., Etkowitz, H., Meschitti, V. & A. Poulouvassilis. 2015. Working Paper No. 1. Female Academic Entrepreneurship: Reviewing the Evidence and Identifying the Challenges. *TRIGGER Research Working Paper Series*, http://www.bbk.ac.uk/trigger/docs/TRIGGER_WP_01.pdf

Publications and conferences

Journal papers

Marini, G. & V. Meschitti. 2024. Do funding schemes help ameliorate publications? An analysis among Italian academics who won FIRB and ERC. *Sociologia del Lavoro*, 167, 221-242.

Meschitti V. & G. Marini. 2023. The balance between status quo and change when minorities try to access top ranks: a tale about women achieving professorship. *Gender in Management: An International Journal*, 38(1), 17-35.

Abou Hamdan O., Meschitti V. & M. Burhan. 2022. How is leadership cultivated between principal investigators and research team members? Evidence from funded research projects in the UK. *Higher Education Quarterly*, 76(4), 726-740.

Jebali D. & Meschitti V. 2020. HRM as a catalyst for innovation in start-ups. *Employee Relations*, 43(2): 555-570.

Meschitti V. 2019. Can peer learning support doctoral education? Evidence from an ethnography of a research team. *Studies in Higher Education*, 44(7), 1209-1221.

Meschitti V. 2019. The power of positioning. How leadership work unfolds in team interactions. *Leadership*, 15(5): 621–643.

Marini G. & V. Meschitti. 2018. The trench warfare of gender discrimination: evidence from academic promotions to full professor in Italy. *Scientometrics*, 115(2), 989-1006.

Meschitti V. & H. Lawton Smith. 2017. Does Mentoring Make a Difference for Women Academics? Evidence from the Literature and a Guide for Future Research, *Journal of Research in Gender Studies* 7(1): 166–199.

Lawton Smith H. & V. Meschitti. 2015. Transforming Institutions by Gendering Contents and Gaining Equality in Research (Viewpoint), *International Journal of Gender and Entrepreneurship*, 7(3).

Book chapters and others

Jebali D. & V. Meschitti. 2022. Le comportement innovant au travail: une exploration du rôle de la GRH dans des start-ups tunisiennes. In Adla, L., Gallego-Roquelaure, V., and M. A. Vilette (Eds.) *Management des ressources humaines en PME. Approches stratégique et sociale* (pp. 57-74). Vuibert éditeur.

Meschitti V. 2020. Being an early-career academic today: is there space for gender equality in the neo-liberal university? In Lawton Smith, H., Henry, C., Etzkowitz H. and A. Poulouvasilis (Eds.) *Gender, Science and Innovation. New Perspectives* (pp. 16-34). Elgar Publishing.

Lawton Smith H., Meschitti V., Le Roux J., Panton M., Baines N., Poulouvasilis A & C. Henry. 2020. Gender differences in the commercialisation of research: a study in UK universities. In Lawton Smith, H., Henry, C., Etzkowitz H. and A. Poulouvasilis (Eds.) *Gender, Science and Innovation. New Perspectives* (pp. 242-260). Elgar Publishing.

Henry C., Lawton Smith H., Meschitti V., Foss L. & P. McGowan. 2020. Networking, gender and academia: an ecosystems approach. In Lawton Smith, H., Henry, C., Etzkowitz H. and A. Poulouvasilis (Eds.) *Gender, Science and Innovation. New Perspectives* (pp. 146-167). Elgar Publishing.

Meschitti, V. 2019. Making people grow: a new understanding of organisational ethics with Deleuze and Guattari. In Fotaki, M, Islam, G. and A. Antoni (Eds.) *Business Ethics and Care in Organizations* (pp. 25-39). London: Routledge.

Lawton Smith H., Etzkowitz H., Meschitti V. & A. Poulouvasilis. 2017. Female Academic Entrepreneurship: Reviewing the evidence and identifying the challenges. In Henry C., Nelson T., and K. Lewis (Eds.) *The Routledge Companion to Global Female Entrepreneurship*. London: Routledge.

Meschitti V. & A. Carassa. 2014. Participation as a form of socialization. How a research team can support PhD students in their academic path. In Brankovic, J., Klemencic, M., Lazetic, P., and P. Zgaga (Eds.) *Global challenges, local responses in higher education. The contemporary issues in national and comparative perspective* (pp. 149-168). Sense publishers.

Meschitti V. 2009. Review of “Il racconto come dimora” by Paolo Jedlowski. *Studies in Communication Sciences*, 9 (2).

International conferences (organization of streams - competitive)

Meschitti V., Creaton J., Boni-Le Goff I., Le Feuvre N., & S. Sümer. 2021. Convenors Stream 11: Gender in Professional Careers: Disentangling Neoliberal Discourses of ‘Success’ and Gender Equality Initiatives, at *Gender Work and Organization Conference*, University of Kent (UK), June 30th – July 2nd 2021.

International conferences (full paper presentation)

Abou Hamdan O. & V. Meschitti. 2023. Leader-Member Exchange Theory through an Interpretive-Processual Perspective: A Review and the Way Ahead. *14th International Conference on Applied Human Factors and Ergonomics (AHFE 2023)*, July 20-24, 2023, San Francisco, California.

Meschitti V. & G. Marini. 2023. Why do universities make academic staff redundant? *39th EGOS (European Group for Organizational Studies) Colloquium*, July 6-8 2023, Cagliari, Italy.

Abou Hamdan O. & V. Meschitti. 2022. Leader-Member Exchange Theory through an Interpretive-Processual Perspective: A Review and the Way Ahead. *British Academy of Management Conference*, August 31st - 2nd September 2022, Manchester, UK.

Meschitti V. & D. Jebali. 2022. A practice-oriented approach to study creativity in organisations. *38th EGOS Colloquium*, July 7-9 2022, Vienna.

Meschitti V. 2020. Giving meaning to academic life with Braidotti's project of the nomadic subject. *36th EGOS Colloquium*, July 2-4 2020, Hamburg, Germany (online).

Meschitti V. 2019. Organisational ethnography: a critical investigation of the role of ethnographic methods in organisation studies. *19th EURAM Annual Conference*, 26-28 June 2019, Lisbon, Portugal.

Meschitti V. 2019. Learning the academic profession: Positioning the self across relational fields and contexts of action. *35th EGOS Colloquium*, 4-6 July 2019, Edinburgh, UK.

Meschitti V. 2018. The power of meeting talk to foster learning. *32nd British Academy of Management Conference*, 4-6 September 2018, Bristol, UK.

Meschitti V. 2018. Women and their body. Insights into the corporeality of identity work in academia. *34th EGOS Colloquium*, 5-7 July 2018, Tallinn, Estonia.

Meschitti V. 2017. Embarking in a doctoral journey: insights from a longitudinal study on decision-making along the PhD. *European Conference on Educational Research (ECER)*, 22-25 August 2017, Copenhagen, Denmark.

Meschitti V. & W. Hein. 2017. Making people grow: A new understanding of organisational ethics with Deleuze and Guattari. *33rd EGOS Colloquium*, 5-8 July 2017, Copenhagen, Denmark.

Meschitti V. 2017. In the flow of becoming. Studying gender and career with Deleuze and Guattari. *9th International Symposium on Process Organization Studies*, 22-24 June 2017, Kos, Greece.

Meschitti V. 2016. The struggle for equality in academia. The gendered effects of an apparently innocent work allocation. *30th British Academy of Management Conference*, 6-8 September 2016, Newcastle, UK.

Meschitti V., Hein W., Etzkowitz H. & H. Lawton Smith. 2015. Getting the deliverable ready: Time and times in the conduction of a European project. *31st EGOS Colloquium*, 2-4 July 2015, Athens, Greece.

Meschitti V. 2014. Becoming a researcher: how peers support socialization in a research team. *30th EGOS Colloquium*, 3-5 July 2014, Rotterdam, Netherlands.

Meschitti V. 2013. Practices of team building and identity shaping in an academic research group. *8th Annual Liverpool Symposium on Current Developments in Ethnographic Research in the Social and Management Sciences*, 28-30 August 2013, Amsterdam, Netherlands.

Meschitti V., Redaelli I., Carassa A. & F. Dovigo. 2013. Understanding workplaces by coupling ethnography and the analysis of discursive practices. *29th EGOS Colloquium*, 4-6 July 2013, Montréal, Canada.

Meschitti V. 2013. Managing a research team: creating a space for building new practices and fostering creativity. *5th International Symposium on Process Organization Studies*, 20-22 June 2013, Crete, Greece.

Meschitti V. & A. Carassa. 2012. Participation as a form of socialization. How a research team can support PhD students in their academic path. *25th CHER (Consortium of Higher Education Researchers) Conference*, 10-12 September 2012, Belgrade, Serbia.

Meschitti V. & A. Carassa. 2012. Communicating within a research team: how multiple objects are negotiated in an academic environment. *28th EGOS Colloquium*, 2-7 July 2012, Helsinki, Finland.

Meschitti V. & A. Carassa. 2012. Learning to do research in an intercultural team: an ethnographic study on a university research group. *7th Organization Studies Workshop*, 24-26 May 2012, Rhodes, Greece.

Other conferences (selection)

Meschitti V. 2022. Learning does not happen in quiet waters. How tensions give shape to a virtuous cycle of learning. *XXIII Workshop dei Docenti e Ricercatori di Organizzazione Aziendale (WOA)*, May 25-27 2022, Brescia (Italy).

Singh R. & V. Meschitti. 2021. The process of employer branding – a recursive relation between *signalling* and *psychological contract*. *EURAM 2021 Online Conference*, 16-18 June 2021.

Stewart V. L., Reynolds K. & V. Meschitti V. 2021. Women's motivation to lead in social enterprises: a systematic literature review. *Gender Work and Organization Conference*, University of Kent (UK), June 30th – July 2nd 2021.

Davies J., Meschitti V. & D. Herath. 2021. The well-being of lone HR practitioners in SMEs: Getting a grip by letting go. *CIPD (Chartered Institute of Professional Development) Applied Research Conference*, January 21st 2021 (online).

Meschitti V., Maršíková K., Davies J. & O. Moš. 2019. HRM challenges in SMEs: an explorative study in five European countries. *British Academy of Management event: HR Opportunities & Challenges in SMEs*, June 5th 2019, Birmingham, UK.

Meschitti V. 2016. Gender cultures in academia. How careers develop in a gendered environment. *9th European Conference on Gender Equality in Higher Education and Research*, 12-14 September 2016, Paris, France.

Meschitti V., Hein W., Etkowitz H. & H. Lawton Smith. 2015. Gender and the construction of career paths in academia. *Society for Research into Higher Education Annual Conference*, 9-11 December 2015, Newport in South Wales, UK.

Meschitti V., Lawton Smith H. & A. Vallentin. 2014. Mentoring to guide women's academic careers. A review and proposition for future research. *Society for Research into Higher Education Annual Conference*, 10-12 December 2014, Newport in South Wales, UK.

Meschitti V. & A. Carassa. 2012. Discursive practices in a research team in Switzerland using English as a lingua franca. *Conference of the VALS-ASLA (Swiss Association for Applied Linguistics)*, 1-3 February 2012, University of Lausanne, Switzerland.

PhD dissertation

Meschitti V. 2012. *Fostering teamwork and socialization in collaborative working environments: insights from a situated study on a university research team*. PhD dissertation. Università della Svizzera italiana. Available online at susi.usi.ch/usi/documents/318508

Languages

Italian:	mother tongue
English:	fluent
French:	high intermediate
German:	intermediate
Russian:	basic

Computer skills

Current use of the Microsoft Office package and video streaming packages.
Good knowledge of ATLAS.ti, NVivo, SPSS.