



UNIVERSITY OF GOTHENBURG
SCHOOL OF BUSINESS, ECONOMICS AND LAW

Curriculum Vitae

Vedran Omanović

Department of Business Administration

Management and Organization

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Academic degrees

2022 Associate Professor, Business Administration, University of Gothenburg

2006 Ph.D., Business Administration, University of Gothenburg

1996 Executive master, Business Administration, University of Gothenburg

1990 Bachelor, Business Studies, University of Mostar

Positions within academia

2011 – present: Senior Lecturer at the School of Business, Economics and Law – University of Gothenburg

2009 – 2010: Associate Senior Lecturer (30%) and Researcher (70%)

2008 – 2011: Postdoc Candidate at School of Business, Economics and Law – University of Gothenburg

2007-2008: Visiting Researcher, Eugene M. Isenberg School of Management, the University of Massachusetts, Amherst

2007: Senior Lecturer at School of Business and Informatics at the University of Borås

2000-2001: Visiting Researcher, Eugene M. Isenberg School of Management, the University of Massachusetts, Amherst

2000-2006: Doctoral Candidate in Business Administration, University of Gothenburg

1988-1999: Teaching Assistant at School of Business, Economics and Law – University of Gothenburg

Main research fields

Organizational Studies, Diversity in Organizations, Labor Market and Workforce Integration of immigrants, Migration and Polarization on the Labor Market, Alternative Paradigms.

Main teaching fields

(Strategic) Human Resource Management, Management, Methodological Issues, Alternative Paradigms.

Academic experience

Research projects

2017-2023: Organizing labor market integration of immigrants: theory and practice. A research program. The project leader: Barbara Czarniawska.

2017-2022: The Challenges of Polarization on Swedish Labour Market. A research program. The project leader: Tomas Berglund.

2015-2017: Etablering av unga och utlandsfödda i detaljhandeln. The project leader: Ola Bergström.

2013-2015: Managing Restructuring in Organizations. The project leader, Professor Ola Bergström.

2014: Vulnerable Groups in Restructuring (2014), The project leader: Claude Emmanuel Triomphe.

2008-2011: Wallanders post doc scholarship. (The project leader)

Supervision of PhD students:

2010 - Nagmi Barka, University of Gothenburg (Co-supervisor)

2019 - Sarah Glännefors University of Uppsala (Main supervisor)

Reviewer assignments:

Human Resource Management Journal; Organization Studies, European Management Review; Equality, Diversity and Inclusion: An International Journal; Scandinavian Journal of Management.

Academic assignments

Editorial Board

A member of the Editorial Board: Journal of Contemporary Management Issues

Associate Editor

Guest Associate Editor (together with Assistant Professor, Emre Tarim and Associate Professor Lotte Holck) of a Special Section on Practices of Organizing Labor Market Integration of Migrants in European Management Review (published in 2022).

Organizer of Conferences and Tracks

Co-organizer of the track at Nordic Academy of Management, 2022 (together with Annette Risberg, Lotte Holck and Emre Tarim) Örebro, Sweden (August 2022).

Co-organizer of the track at Nordic Academy of Management, 2019 (together with Lotte Holck and Emre Tarim) Vaasa, Finland.

Co-organizer of the track at Nordic Academy of Management, 2017 (together with Lotte Holck and Laurence Romani) Bodø, Norway.

Organizer of the track at 5th Nordic Retail and Wholesale Conference, 2016 in Aarhus, Denmark

Co-organizer of the track at Nordic Academy of Management, 2015 (together with Annette Risberg, Charlotte Holgersson and Robyn Remke), Copenhagen, Denmark.

Co-organizer of the track at Nordic Academy of Management, 2013 (together with Annette Risberg, Charlotte Holgersson and Robyn Remke), Reykjavik, Iceland.

Participated in the organization of 27th EGOS (European Group for Organizational Studies) Colloquium, Gothenburg July 6th – 9th 2011.

Co-organizer of the track at EGOS 2010 (together with Professor David Knights, and Assistant Professor Deborah Litvin), Lisbon, Portugal.

Conference Organizing Committee of the conference “Meeting ourselves and others- perspectives in diversity research and diversity practices”, 2002 Gothenburg, Sweden.

Invitations (a selected list of recent invitations to give presentation)

2023

- An International Symposium: Contemporary Migration: Nordic Countries, Europe, and Israel (Jerusalem, Israel)
- Swedish Institute Academy for Young Professionals (Tallinn/Estonia)

2022

- Mälardalen’s university (New Organization and Management Practices – research seminars)
- Swedish Institute Academy for Young Professionals (Tallinn/Estonia)

2020

- The book presentation seminar organized by Centre on Global Migration
- The report presentation seminar organized by SNS

Other research merits of relevance

Responsible for the research seminars on Publishing in International Journals and Book Projects at the section “Management and Organization”, at the Department of Business Administration at University of Gothenburg (2008-2015).

International academic experience

2017 - 2017 visit new partner university for planning of new cooperation in education or complete environments

2001-2001 Visiting researcher at University of Massachusetts (UMASS)

2007-2008 Visiting researcher at University of Massachusetts (UMASS)

Pedagogical training

2019 HPE103 - Teaching and Learning in Higher Education 3

2017 HPE 102

2016 • Handledning av uppsatser och examensarbeten, (HPE304)

2012 • Enterprise Resource Planning (ERP)-simulation games education

2011 • Supervision in Postgraduate Programmes (HPE201)

2010 • HPE101 V10 - Teaching and Learning in Higher Education

2008 • UGL-course (Developing Groups and Leaders)

2004 In-depth training in oral and written presentation in English

2002 In-depth training in oral and written presentation in English

Publications

Journal article (peer-reviewed)

Omanović Vedran and Langley Ann (2023). Assimilation, Integration or Inclusion? A Dialectical Perspective on the Organizational Socialization of Migrants. *Journal of Management Inquiry*, Vol. 32(1) 76-97.

Diedrich Andreas and Omanović Vedran (2023). Lost in transitional space? Organising labour market integration for highly skilled refugees in the welfare state. *European Management Review*, 1-13.
<https://doi.org/10.1111/emre.12553>

Omanović Vedran, Tarim Emre, and Holck Lotte (2022). Practices of Organizing Migrants' Integration Into the European Labour Market. *European Management Review*, 19(2), 173-184.

Omanović Vedran. (2020). BOOK REVIEW. "TRANSNATIONAL MIGRATION AND THE NEW SUBJECTS OF WORK: Transmigrants, Hybrids and Cosmopolitans", by Banu Özkazanc-Pan (Bristol University Press: 2019, p. 174). *Gender, Work and Organization*, Sep. 2020)

Omanović Vedran (2019). The Emergence and Evolution of Researcher Identities: Experiences, Encounters, Learning and Dialectics. *Qualitative Research in Organizations and Management*, 14 (2), 119-138.

Knights, David, and Omanović, Vedran (2016) (Mis) Managing Diversity: Exploring the Dangers of Diversity Management Orthodoxy. *Equality, Diversity and Inclusion: An International Journal*, 35:1, p. 5-16.

Omanović, Vedran (2013) Opening and closing the door to diversity: A dialectical analysis of the social production of diversity. *Scandinavian Journal of Management*, 29:1, p. 87-103.

Omanović, Vedran (2009) Diversity and its Management as a Dialectical Process: Encountering Sweden and the U.S. *Scandinavian Journal of Management*. 25 (4): 352- 362.

Book

Bucken-Knapp Gregg, Omanović Vedran, and Spehar Andrea. (2020). *Institutions and Organizations of Refugee Integration: Bosnian-Herzegovinian and Syrian Refugees in Sweden*. Publisher: Palgrave Macmillan. (130 pages)

Omanović, Vedran (2006) *A Production of Diversity: Appearances, Ideas, Interests, Actions, Contradictions and Praxis*. BAS Publishing, Gothenburg.

Book chapter

Omanović, Vedran, Langley, Ann. (2023). Alternative Perspectives on Immigrant Accommodation to Society: Implications for Organising, the Labour Market, and Workplace Integration. In: Diedrich, A., Czarniawska, B. (eds) *Organising Immigrants' Integration*. Palgrave Macmillan, Cham. https://doi.org/10.1007/978-3-031-26821-2_2

Knights David, and Omanović Vedran. (2015). Rethinking Diversity in Organizations and Society (p. 83-108). In *Handbook on Diversity in Organizations*, edited by Bendl Regina, Bleijenbergh Inge, Henttonen Elina, and Mils Albert J. Oxford University Press

Omanović, Vedran (2011) Diversity in organizations: A Critical Examination of the Assumptions about Diversity and Organizations in 21st Century Management Literature. In *Handbook of Gender, Work and Organization* (p. 315-332). Editors: Jeanes E., Knights D., and Martin P.Y. Publisher: Wiley.

Omanović, Vedran (2002) Perspectives on Diversity Research (p. 21-39). In *Reflecting Diversity – Viewpoints from Scandinavia*, edited by Leijon S., Lillhannus R., and Widell G. BAS Publications, Gothenburg.

Research Reports

Holmqvist Emma, Omanović Vedran, och Urban Susanne. (2020). *Organisation av arbetsmarknads- och bostadsintegration*. SNS Förlag, Stockholm. (143 pages)

Bergström Ola och Omanović Vedran. (2017). *Integrationsstrategier för utlandsfödda i detaljhandeln*. Forskningsrapport 2017:9, Handelsrådet. (60 sidor)

Omanović Vedran and Bergström Ola. (2015). *Vulnerable groups and restructuring in Sweden*. National Report. The VIRES project – founded by the European Commission, DG Employment, Social Affairs and Inclusion. IRENE Policy Paper Number 17/2015. (30 pages)

Omanović, Vedran. (2006). *Doing Critical Organizational Research* (2006). Fondazione Eni Enrico Mattei's working papers series. NOTA DI LAVORO 64.2006.

Omanović Vedran. (2006). *Understanding "Diversity in Organizations" Paradigmatically and Methodologically*. Fondazione Eni Enrico Mattei's working papers series. NOTA DI LAVORO 64.2006.

Leijon Svanta och Omanovic Vedran. (2001). Mångfaldens mångfald - olika sätt att se på och leda olikheter. FE- rapport 2001- 381. Företagsekonomiska institutionen, Handelshögskolan, Göteborg.

Adu-Gyan, Kems, Ahmadi, Ahmad, Kems, Omanovic, Vedran och Widell, Gill. (2000). Om (stereo)typifieringars (ir)rationalitet- utveckling av en teoretisk ansats. In de los Reyes, Höglund, Adu-Gyan, Ahmadi, Omanovic, Widell, 2000; Mångfald, diskriminering och stereotyper. Mångfald i Arbetslivet, arbetsrapport 4, Rådet för Arbetslivsforskning, Stockholm.

Conference paper (peer-reviewed, internationally established conferences and/or international advanced schools)

Omanović V., and Langley A. (2022). Organizing Sustainable Workplace Integration for Refugee Migrants (Nordic Academy of Management Conference, Örebro, August 2022).

Omanović V. and Langley A. (2019). Assimilation, Integration or Inclusion? A Dialectical Perspective on the Organizational Socialization of Migrants. (OMICS, November 2019), Gothenburg, Sweden.

Omanović V. and A. Langley (2019). Assimilation, Integration or Inclusion? Alternate Perspectives on the Organizational Socialization of Immigrants. Nordic Academy of Management-conference. (Finland, August 2019).

Bergström O. and V. Omanović (2019). The role of the employer in foreign-born worker integration. EURAM-conference. (Portugal, June 2019).

Omanović V. (2018). The Emergence and Evolution of Researcher Identities: Experiences, Encounters, Learning and Dialectics. A full-paper for the 13th Annual Ethnography Symposium, Copenhagen August 29th-31st, 2018.

Diedrich A. and Omanović V. (2018). Breaking immigrants in – navigating the multiple boundaries of labour market. A full paper for 19th Nordic Migration Research Conference in Norrköping (August 15-17, 2018).

Berglund T., Elgenius G., Frank D., and Omanović V. (2018). Occupational Change and Immigrant Background. A full-paper for The Nordic Work Life Conference, Norway (Oslo), June 13-15, 2018.

Elgenius G., Frank D. and Omanović V (2017). Setting the Scene: Migration and Polarization on the Swedish Labour Market. An abstract for Conference on Immigration. November 13th -15th 2017 Gothenburg, Sweden.

Omanović V. and Bergström O. (2017). Organizing integration of foreign-born in the retail sector. A full paper for the International, interdisciplinary conference on HRM. 23-25 March 2017, Gothenburg, Sweden.

Omanović V. and Bergström O. (2016). Establishment of young and foreign-born in retailing. A full paper for 5th Nordic Retail and Wholesale Conference 9th-10th November 2016 in Aarhus, Denmark. Special track: Retail, work and employment.

Knights D. and Omanović V. (2015). (Mis) Managing Diversity: Exploring the Dangers of Diversity Management Orthodoxy. The 23rd Nordic Academy of Management Conference, Copenhagen 12th to 14th August 2015. Track 12: Exploring the linkages between diversity, gender equality, sustainability and corporate responsibility.

Omanović V. and Bergström O. (2015). Legitimizing inequality in the workplace: A case study of Bosnian and Herzegovina's company. A short paper for EGOS, Athena Greece, July 1st to 4th 2015. Sub-theme 34: Inequality, Institutions and Organizations.

Bergström O. and Omanović V. (2015). Vulnerable workers and restructuring in Sweden. Paper submitted to the 5th Swedish HRM workshop, Gothenburg 4-5th March 2015.

Omanović V. (2013). Managing Restructuring in Organizations and Society: A Case of Bosnia and Herzegovina. A paper presented at the International Conference: Central and Eastern Europe: Work, Employment and Societies between Transition and Change (France 21-22nd November 2013).

Knights D., and Omanović V. (2013). Mismanaging Diversity. A full paper presented at EURAM 2013 in Istanbul, Turkey. A track: Gender, Race Diversity, Migration and International Development.

Knights D. and Omanović, V. (2013). 'Diversity Management or Mismanaging Diversity: Reflections on Re-covering Difference in Organization Studies' presented at the Presentation at APROS 15 Tokyo 15-17 Feb. Stream G – Re-covering Difference in Organization Studies: the Effects of Diversity and its Management.

Knights D., and Omanović V. (2013). Rethinking Diversity in Organizations. A full paper presented at 23rd NFF conference in Reykjavik, Iceland. A track: Practices of diversity & gender – eruption of contemporary workplaces.

Knights D. and Omanović V. (2011). (Mis) Managing Diversity: Exploring Dangers of Displacing Alternative Perspectives. The paper accepted for the 7th International Critical Management Conference, 11-13 July 2011 - Faculty of Economics, University of Naples Federico II, Italy. Stream 2 - Gender and Diversity at Work in CMS.

Litvin D., and Omanović V. (2011). Producing Diversity Work: A Case of Attempted Change at a Large Manufacturing Company Located in Sweden. A full paper for the 21st NFF conference in Stockholm, Sweden (August 2011). A track: Gender equality, diversity and inclusiveness practices in organization.

Omanović V. (2011). An Untold Story about Diversity Production in Organizations: Encounters, Reflections and the Search for Alternatives. A full paper presented at EGOS, Gothenburg, Sweden (July 2011). Sub-theme 29: Untold Stories of the Field and Beyond.

Omanović V. (2010). Reflections on Diversity Production in Organizations: Encounters and the Search for Alternatives. 2010 Symposium on Work, Organization and Ethnography: 1st-3rd September 2010, Queen Mary, University of London.

Omanović V. (2009). A Dialectical View on Diversity and its Management. 5th EURODIV conference on "Dynamics of Diversity in the Globalization Era", 22-23 October 2009, Milan, Italy.

Omanović V. (2009). Diversity in Organizations. A Critical Examination of the Assumptions about Diversity and Organizations in the Literature. The 20th Annual NFF Conference: "Business as Usual" 19-21 August 2009, Turku/Åbo, Finland.

Omanović, V. (2008). Diversity and its Management as a Dialectic Social-Historical Process. EURAM 2008 14-17 May 2008, Ljubljana & Bled, Slovenia. The track: Corporate Social Responsibility and Global Diversity Management: Mainstreaming Diversity through Effective CSR Programmes in Global Organizations.

Omanović, V. (2008). Opening and closing the door for diversity: A dialectical analysis of the process of (social) production of diversity in a large manufacturing company. EURAM 2008 14-17 May 2008, Ljubljana & Bled, Slovenia. The track: "Diversities Influencing HRM".

Omanović V. (2006). Understanding "Diversity in Organizations" Paradigmatically and Methodologically. The IFSAM VIIIth world congress on September 28-30 at Freie University Berlin.

Omanovic V. (2001). Diversity from "A Swedish" Perspective: Different motives, similar definitions. Academy of Management Annual Meeting, Washington D.C. August 03rd-08th 2001.