



UNIVERSITY OF GOTHENBURG  
SCHOOL OF BUSINESS, ECONOMICS AND LAW

## Curriculum Vitae Vedran Omanović

Department of Business Administration  
Management and Organisation  
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### Academic degrees

2006 Ph.D., Business Administration, University of Gothenburg  
1996 executive master, Business Administration, University of Gothenburg  
1990 Bachelor, Business Studies, University of Mostar, Bosnia and Herzegovina

### Positions within academia:

2000 - Other, Eugene M. Isenberg School of Management, the University of Massachusetts, Amherst  
2013 - 2016 Board member, The Strategic HRM Master Programme, University of Gothenburg  
2007 - 2008 Senior lecturer (lektor), University of Borås  
2007 - 2001 Other, Eugene M. Isenberg School of Management, the University of Massachusetts, Amherst

### Main research fields:

Diversity in Organizations, Organizing Integration of foreign born, Migration and Polarization on the Labour Market, Alternative Paradigms, Integration and establishment of youth and foreign born in retail

### Main teaching fields:

(Strategic) Human Resource Management, Management, Methodological Issues, Alternative Paradigms, Conceptual foundations of Organization Studies

## Academic experience

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### Research projects:

2017 - 2019 Organising labour market integration of immigrants – theory and practice  
2017 - 2019 The Challenges of Polarization on Swedish Labour Market

**Head of research project:**

- 2012 - A planning grant, Centre for Consumer Science  
2012 - A planning grant, University of Gothenburg  
2015 - 2017 Etablering av unga och utlandsfödda i detaljhandeln (Ola Bergström&Vedran Omanović)

**International research projects:**

- 2014 - 2015 Vulnerable groups in restructuring (The Vires project), The participants from 11 the EU-member states

**Supervision of PhD students:**

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

**Reviewer assignments:**

Organization Studies, Equality, Diversity and Inclusion: An International Journal.,  
Scandinavian Journal of Management, Scandinavian Journal of Management

**Academic assignments:**

- 2015 Guest Researcher at CASL (Centre for Advanced Studies in Leadership), Handelshögskolan i Stockholm

**Pedagogical training:**

- 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

**International academic experience:**

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

**Publications**

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### **Journal article (peer-reviewed)**

Omanović, Vedran (2018) The Emergence and Evolution of Researcher Identities: Experiences, Encounters, Learning and Dialectics. *Qualitative Research in Organizations and Management*.

Knights, David, 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*. Vol 25 (4): 352-362.. *Scandinavian Journal of Management*.

### **Book**

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

### **Book chapter**

Omanović, Vedran (2015) Rethinking Diversity in Organizations and Society (p. 83-108).. In *In Handbook on Diversity in Organizations*, edited by Bendl R., Henttonen E., and Mils A. Oxford..

Knights, David, Omanović, Vedran (2015) Rethinking Diversity in Organizations and Society. In *The Oxford Handbook of Diversity in Organizations*, 672. Oxford : 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 *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 *In "Reflecting Diversity – Viewpoints from Scandinavia"*, edited by Leijon S., Lillhannus R., and Widell G. BAS Publications, Gothenburg..

## Conference paper

Omanović, Vedran, Berglund Tomas, Elgenius Gabriella, Frank Denis (2018) Occupational Change and Immigrant Background. *A full-paper for The Nordic Work Life Conference, Norway (Oslo), June 13-15, 2018.*

Omanović, Vedran, Andreas Diedrich (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).*

Omanović, Vedran, Bergström Ola (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, Vedran (2016) The Emergence and Evolution of Researcher Identities: Experiences, Encounters, Learning and Dialectics. *A full-paper for the 13th Annual Ethnography Symposium, Copenhagen 29th August-31st August, 2018.*

Bergström, Ola, Omanović, Vedran (2015) Vulnerable workers and restructuring in Sweden . *the 5th Swedish HRM workshop, Gothenburg 4-5th March 2015.*

Omanović, Vedran, Bergström, Ola (2015) Legitimizing inequality in the workplace: A case study of Bosnian and Herzegovina's company. *EGOS, Athena Greece, July 2st to 4th 2015.*

Knights, David, Omanović, Vedran (2013) Rethinking Diversity in Organizations. *the 22th NFF conference in Reykjavik, Iceland, 21-23 August, 2013. On Practice and Knowledge Eruptions.*

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

Omanović, Vedran, Knights, David (2013) Mismanaging Diversity. *EURAM 2013 in Istanbul, Turkey, 26-29 Juni 2013.*

Knights, David, Omanović, Vedran (2011) (Mis)Managing Diversity: Exploring Dangers of Displacing Alternative Perspectives. *the 7th International Critical Management Conference, 11-13 July 2011 Naples, Italy.*

Litvin, D, Omanović, Vedran (2011) Producing Diversity Work: A Case of Attempted Change at a Large Manufacturing Company Located in Sweden. *the 21st NFF conference in Stockholm, Sweden August 2011.*

Omanović, Vedran (2011) An Untold Story about Diversity Production in Organizations: Encounters, Reflections and the Search for Alternatives. *EGOS, Gothenburg, Sweden July 2011.*

Omanović, Vedran (2010) Reflections on Diversity Production in Organizations: Encounters and the Search for Alternatives. *Symposium on Work, Organization and Ethnography: 1st-3rd September 2010.*

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

**Report**

Omanović, Vedran, Bergström Ola (2017) *Integrationsstrategier för utlandsfödda i detaljhandeln.*

Bergström, Ola, Omanović, Vedran (2015) *Vulnerable groups and restructuring in Sweden.*

**Other publication**

Omanović, Vedran, Ola Bergström (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.*