

Dr Foteini Kravariti

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EDUCATION

- | | |
|--------------------|---|
| 2013 – 2016 | University of Manchester – Manchester, UK
<i>PhD Development, Policy & Management</i>
<i>Grade achieved: A1 (no corrections)</i> |
| 2011 – 2012 | University of Manchester – Manchester, UK
<i>MSc Human Resource Management (International Development)</i>
<i>Grade achieved: Distinction</i> |
| 2006 – 2010 | University of Piraeus – Piraeus, Greece
<i>BSc in Business Administration</i>
<i>Grade achieved: 2:1</i> |

ACADEMIC APPOINTMENTS

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|--------------------------|--|
| 06/2024 – Present | Athens University of Economics and Business, Department of Management Science and Technology – Athens, Greece
Position: Assistant Professor in HRM |
| 10/2023 – 05/2024 | Athens University of Economics and Business – Athens, Greece
Position: External Instructor (part-time) |
| 09/2022 – 01/2024 | Deree, The American College of Greece, School of Business and Economics – Athens, Greece
Position: Assistant Professor (research track) |
| 01/2021 – 08/2022 | Deree, The American College of Greece, School of Business and Economics – Athens, Greece
Position: Associate Faculty, Lecturer I (part-time) |
| 01/2021 – Present | University of Reading, Henley Business School – Reading, UK
Position: Executive Adjunct Supervisor |
| 07/2019 – 05/2024 | National Centre for Public Administration and Local Government, Institute of Training – Athens, Greece
Position: Principal Instructor (part-time) |

01/2019 – 12/2020	Deree, The American College of Greece, School of Business and Economics – Athens, Greece Position: Instructor (part-time)
09/2017 – 04/2024	University of Portsmouth, Faculty of Business and Law – Portsmouth, UK Position: Senior Lecturer in HRM/OB
09/2016 – 08/2017	University of Portsmouth, Faculty of Business and Law – Portsmouth, UK Position: Lecturer in HRM/OB
09/2016 – 03/2018	University of Manchester – Manchester, UK Position: External Supervisor and Academic Assessor (part-time)
10/2013 – 08/2016	University of Manchester – Manchester, UK Position: Graduate Teaching Assistant and Senior Tutor

PROFESSIONAL & CONSULTANCY APPOINTMENTS

09/2023 –	Cambridge Education Group Digital – Cambridge, UK Position: Academic Consultant
02/2015 – 03/2018	University of Manchester – Manchester, UK Position: Fieldwork Assistant (part-time)
08/2014 – 01/2015	University of Manchester, Careers' Services – Manchester, UK Position: Applications' Adviser (part-time)
05/2013 – 10/2013	Bet365 – Stoke-on-Trent, UK Position: Instructor/Trainer (part-time)
09/2012 – 10/2013	Bet365 – Stoke-on-Trent, UK Position: European Customer Account Advisor
11/2010 – 07/2011	Eurobank EFG, Financial Planning Services – Moschato, Greece Position: Advisor
07/2010 – 08/2010	AteBank – Volos, Greece Position: Internship
10/2007 – 02/2008	Vodafone Greece – Aghios Ioannis Rentis, Greece Position: Customer Service Assistant (part-time)

OTHER ACADEMIC LEADERSHIP POSITIONS

- **08/2023 – Present:** Judging committee at «HR awards» by Boussias, Greece.
- **02/2022 – 07/2022:** Research Lead of Human Resource Management, Deree – The American College of Greece.

- **02/2022 – 07/2022:** Advisor of the «Best Buddies Club» at the American College of Greece.
- **08/2021 – 07/2022:** External evaluator of HRM courses at Malta's Further and Higher Education Authority (MFHEA), Hamrun, Malta.
- **06/2021:** External academic advisor in the revalidation of CIPD courses, Birmingham City University, UK.
- **01/2021 – 04/2024:** Chair of module assessment boards and boards of examiners for all CEG-partnered (online) courses, University of Portsmouth, UK.
- **09/2019 – 09/2023:** External examiner of HRM courses at University of Huddersfield Business School, Huddersfield, UK.
- **02 – 09/2019:** Member of the curriculum building committee of the 'MA in Applied Organisational Psychology', The American College of Greece.
- **09/2018 – Present:** Member of the steering committee of the Research Methodology Subject Interest Group (SIG) of the British Academy of Management (BAM), UK.
- **09/2017 – 04/2024:** Ethic's reviewer for undergraduate and postgraduate dissertations, Faculty of Business and Law, University of Portsmouth, UK.
- **09/2017 – 04/2024:** Member of the recruitment committee for academic posts, Faculty of Business and Law, University of Portsmouth, UK.
- **03/2017:** Assessor of the AVM Gray Essay Competition: Essay for the RAF, UK.
- **11/2016 – 04/2024:** Member of the recruitment panel for doctoral students, Faculty of Business and Law, University of Portsmouth, UK.
- **09/2016 – 04/2024:** Participation in the professional development and evaluation of practice regarding teaching and learning (e.g. EPAS and AACSB), Faculty of Business and Law, University of Portsmouth, UK.
- **09/2015:** Facilitator at the Sustainability Challenge organised by Manchester Business School, UK.
- **09 – 12/2014:** Member of the PGRSN committee of The University of Manchester. We delivered seminars on a range of topics e.g. teaching opportunities and ethics' application, University of Manchester, UK.
- **01 – 05/2014:** Member of the organising committee of the PGR conference, University of Manchester, UK.

RESEARCH & PROFESSIONAL TRAINING

23/06/2025: GSDP: An introduction to research ethics, integrity and governance by the Doctoral College of the University of Portsmouth (Simon Kolstoe).

04/06/2025: Coaching approaches within the context of personal supervision by the Teaching Excellence Academy of the University of Hull.

03/06/2025: Rethinking academic research: The role of AI in a modern world by Qualtrics.

02/06/2025: Introduction to using visual data in research by BAM Research Methodology SIG.

26/05/2025: Art of writing impactful systematic literature reviews using frameworks by Deree – The American College of Greece.

03/12/2024: Using collage as a reflexive tool to support writing part of the course Research and Writing at the Crossroads organised by Middlesex University, University of Essex and the Council for at Risk Academics (CARMA).

23/09/2024: Autoethnographic writing and collaborative autoethnography part of the course Research and Writing at the Crossroads organised by Middlesex University, University of Essex and the Council for at Risk Academics (CARMA).

06-07/09/2023: Randomised Controlled Trials (RCTs) for quantitative social researchers by NCRM and the University of Southampton.

28/06/2023: Matching and weighting for quasi-experimental policy evaluation - a primer by NCRM and the University of Southampton.

07-12/06/2023: Qualitative Comparative Analysis (QCA) by the Erasmus graduate school of social sciences and the humanities, Erasmus University Rotterdam, Netherlands.

29/09/2022: Introduction to ScienceDirect by Elsevier.

22/09/2022: Understanding research metrics in Scopus: journal-level, article-level, and author-level by Elsevier.

06/07/2022: Data and AI and ethics (AACCB) by the British Academy of Management.

15/03/2021: Publishing quantitative research and avoiding methods pitfalls by the British Academy of Management.

26/02/2021: Being an effective reviewer: Crafting effective reviews by the British Academy of Management.

20/01/2021: Using tools and apps for enhanced engagement by Deree – The American College of Greece.

30/10/2020: Introduction to R for social researchers by the Social Research Association.

09/2020: Attended a series of training sessions on additional tools available in the Moodle platform (e.g. Panopto, Moodle quizzes, etc.), Faculty of Business and Law, University of Portsmouth, UK.

08/09/2020: Adobe Connect Training by Deree – The American College of Greece.

22/04/2020: Proctorio by Deree – The American College of Greece.

21/04/2020: Blackboard Learn – Test creation by Deree – The American College of Greece.

Jan-Aprl 2020: Introduction to systematic review and meta-Analysis by Johns Hopkins University, Baltimore, Maryland, USA.

22/11/2019: Questionnaire design by the Social Research Association.

20/11/2019: Introduction to focus groups by the University of Surrey.

18/11/2019: Introduction to discourse analysis by the University of Surrey.

13 & 14/11/2019: Introduction to NVivo 12 by the University of Surrey.

16/01/2019: Structural equation modelling by LSE and the Falcom Group, London, UK.

07/01/2019: Testing for moderation and mediation using SPSS by LSE and the Falcom Group, London, UK

08/08/2018: Student systems project by the Graduate School, University of Portsmouth, UK.

14/05/2018: Best practice in being a second or third research supervisor by the Graduate School, University of Portsmouth, UK.

08/05/2018: PhD by publication by the Graduate School, University of Portsmouth, UK.

04/05/2018: Sustainability research by the University of Portsmouth, UK.

22/03/2018: Analysing data using Stata software by the University of Portsmouth, UK.

14/03/2018: Conducting research responsibly by the University of Portsmouth, UK.

07/03/2018: Guidance for internal/external examiners by the Graduate School, University of Portsmouth, UK.

28/02/2018: British Academy small grants for humanities and social sciences by the Research and Innovation Services (RIS), University of Portsmouth, UK.

12/12/2017: Best practice in supervising part time and professional doctorate students by the Graduate School, University of Portsmouth, UK.

11/12/2017: Digital tools for distance learning by the Learning & Development Department of the University of Portsmouth, UK.

06/12/2017: WEBEX – The virtual classroom by the Learning & Development Department of the University of Portsmouth, UK.

15/11/2017: Moodle assignment and Turnitin by the University of Portsmouth, UK.

25/10/2017: Assurance of learning by the University of Portsmouth, UK.

05/07/2017: Autism awareness by the Learning & Development Department of the University of Portsmouth, UK.

14/06/2017: Combined introduction to unit assessment boards/boards of examiners by the University of Portsmouth, UK.

24/05/2017: Quantitative research methods by the University of Portsmouth, UK.

02/05/2017: Invigilating by the University of Portsmouth, UK.

07/02/2017: Continental style PhDs by the Graduate School, University of Portsmouth, UK.

01/02/2017: Managing and monitoring research degree students by the Graduate School, University of Portsmouth, UK.

14/12/2016: Global engagement strategy workshop by the University of Portsmouth's Vice Chancellor, UK.

30/11/2016: Small grants workshop by the Learning & Development Department of the University of Portsmouth, UK.

23/11/2016: Best practice in the selection and admission of PGR students by the Graduate School, University of Portsmouth, UK.

17/11/2016: Getting the most out of mentoring by the Learning & Development Department of the University of Portsmouth, UK.

16/11/2016: Processes and support for submitting research funding bids by the Learning & Development Department of the University of Portsmouth, UK.

14/11/2016: An introduction to assessment, feedback and marking by the Department for Curriculum and Quality Enhancement (DCQE) of the University of Portsmouth, UK.

12/10/2016: How to search for funding by the Learning & Development Department of the University of Portsmouth, UK.

26/09/2016: Introductory workshop for research supervisors the Graduate School, University of Portsmouth, UK.

22 & 29/09/2016: Developing supervisory skills by the Learning & Development Department of the University of Portsmouth, UK.

19/09/2016: Annual and major review by the Graduate School, University of Portsmouth, UK.

08/12/2015: Equality and diversity issues by the University of Manchester, UK.

07/12/2015: Recruiting staff to academic/research posts by the University of Manchester, UK.

04/11/2015: Grademark by the University of Manchester, UK.

22/10/2015: Recruiting staff to PSS posts by the University of Manchester, UK.

06/10/2015: Minutes, meetings and agendas by the University of Manchester, UK.

19/10/2015: PDR reviewer by the University of Manchester, UK.

24/09/2015: Time management by the University of Manchester, UK.

19/03/2014: Publishing connect with Elsevier by the University of Manchester, UK.

29/01/2014: Bloomberg introduction by Manchester Business School, UK.

07/12/2013: Epistemological issues in international development by the University of East Anglia, London, UK.

12/11/2013: KETSO by the University of Manchester, UK.

08/11/2013: Reference management with Endnote by the University of Manchester, UK.

22/10/2013: Writing your literature review by the University of Manchester, UK.

09/2013 – 05/2014: Qualitative research methods: Doing interviewing, practicing participant observation and narrative analysis by the University of Manchester, UK.

09 – 12/2013: Research methods by the University of Manchester, UK.

09 – 12/2013: Introduction to quantitative methods by the University of Manchester, UK.

09 – 12/2013: PhD methods: Adobe Illustrator, Photoshop, and Prezi by the University of Manchester, UK.

16/03/2012: Graduate Teaching Assistant (GTA) training by the University of Manchester, UK.

ACADEMIC LECTURING: MODULE & COURSE LEADERSHIP

Undergraduate courses:

- BA(Hons) Business & Human Resource Management -*University of Portsmouth*
- BA(Hons) Business & Management -*University of Portsmouth*
- BA(Hons) Entrepreneurship & Business -*University of Portsmouth*
- BA(Hons) Economics & Management -*University of Portsmouth*
- BA(Hons) Financial Management for Business -*University of Portsmouth*
- BA(Hons) International Business -*University of Portsmouth*
- BA (Hons) Marketing -*University of Portsmouth*
- BSc (Hons) Business & Supply Chain Management -*University of Portsmouth*
- BSc (Hons) Business & Systems Management -*University of Portsmouth*
- BSc (Hons) Entrepreneurship Management -*The American College of Greece*
- BSc (Hons) Management (Pathway: Human Resource Management) -*The American College of Greece*

- BSc Management Science & Technology -*Athens University of Economics & Business*
- LLB Law with Business -*University of Portsmouth*

Undergraduate modules:

- Managing People & Organisations -*The American College of Greece (module leader: 01/01/2021- 01/01/2024)*
- Managing People in Organisations -*University of Portsmouth*
- Introduction to Human Resource Management -*The American College of Greece (module leader: 01/09/2021- 30/08/2023)*
- Undergraduate dissertation supervision -*University of Portsmouth & The American College of Greece*
- Business Research Project -*University of Portsmouth*
- Business Innovation Development Project -*University of Portsmouth*
- Entrepreneurship Theory -*The American College of Greece*
- Business Research Methods -*The American College of Greece*
- Talent Acquisition -*The American College of Greece (module leader: 01/01/2021- 30/08/2023)*
- Employability, Research & Professional Development -*University of Portsmouth*
- Strategic Human Resource Management -*The American College of Greece (module leader: 01/01/2022-30/08/2022)*
- Organisational Behaviour & Leadership -*Athens University of Economics and Business (module leader: since 01/09/2025)*
- Talent Management & Technology -*Athens University of Economics and Business (module leader: since 01/01/2026)*
- Human Resource Management -*Athens University of Economics and Business (module leader: since 01/01/2026)*

Postgraduate courses:

- Athens MBA -*Athens University of Economics and Business*
- Flexible Executive MBA -*Henley Business School*
- International MBA -*Athens University of Economics and Business*
- MSc Business & Management -*University of Portsmouth*
- MSc Engineering Management -*Hull University*
- MSc Global Human Resource Management -*University of Portsmouth* (distance learning, part-time; ***course leader: 01/06/2020-26/04/2024***)
- MSc Human Resource Development (top up) -*University of Portsmouth*
- MSc Human Resource Management -*Athens University of Economics and Business*
- MSc Human Resource Management (full-time & part-time) -*University of Portsmouth*
- MSc Human Resource Management (International Development) -*University of Manchester*
- MSc Human Resource Management (top up) -*University of Portsmouth*
- MSc International Business & Management -*University of Portsmouth*
- MSc International Human Resource Management -*University of Portsmouth (course leader 01/06/2017-31/08/2020)*

- MSc Management & Implementation of Development Projects -*University of Manchester*
- MSc Management Science & Technology -*Athens University of Economics and Business*
- MSc Organisational Change & Development -*University of Manchester*

Postgraduate modules:

- Developmental Practice: International Contexts & Worlds of Action -*University of Manchester*
- Human Resource Management -*University of Portsmouth (module leader 01/09/2016-01/09/2022)*
- Human Resource Management: Concepts & Contexts -*University of Manchester*
- Human Resource Planning & Development -*University of Manchester*
- Human Resource Planning & Talent Management -*Athens University of Economics and Business (module leader: since 01/01/2024)*
- Human Resource Practice -*University of Manchester*
- Investigative Business Project -*University of Portsmouth*
- Management of People & Organisations -*Hull University*
- Managing Human Resource -*University of Portsmouth (module leader 01/09/2017-01/09/2019)*
- Managing Human Resources -*University of Portsmouth (online, module leader: 01/07/2020- 26/04/2024)*
- Managing People & Operations -*Athens University of Economics and Business (module leader: since 01/09/2025)*
- Managing People & Teams -*Athens University of Economics and Business (module leader: since 01/01/2025)*
- Organisational Behaviour -*University of Manchester*
- Organisational Behaviour & Human Resource Management -*Athens University of Economics and Business (module leader: since 01/01/2025)*
- Organisational Psychology Management & Change -*University of Manchester*
- Postgraduate dissertation supervision -*Athens University of Economics and Business, University of Central Lancashire, University of Manchester and University of Portsmouth*
- Research Skills/Management Research Challenge -*Henley Business School*
- Resourcing & Talent Management -*University of Portsmouth*
- Strategic & International Human Resource Management -*Athens University of Economics and Business*
- Training, Learning & Talent Development (distance-learning module for executives of the Royal Navy) -*University of Portsmouth*

JOURNAL EDITORIAL BOARDS

Journal of Hospitality and Tourism Horizons – Editorial Advisory Board (2025 – Present)

International Journal of Contemporary Hospitality Management – Editorial Advisory Board (2021 – Present)

SCIENTIFIC REVIEWER

- Since 01/2025: German Journal of Human Resource Management
- Since 12/2023: Public Management Review
- Since 03/2021: Human Resource Management Journal
- Since 11/2020: Journal of Organizational Effectiveness: People and Performance
- Since 07/2020: Studious Digital Education
- Since 06/2020: International Journal of Productivity and Performance Management
- Since 03/2020: International Journal of Contemporary Hospitality Management
- Since 05/2019: Human Resource Development Review
- Since 05/2018: European Journal of Training and Development
- Since 01/2017: Palgrave Macmillan
- Since 09/2015: Academy of Management
- Since 11/2014: International Journal of Human Resource Management
- Since 10/2020: Southwest Academy of Management (SWAM)

KEYNOTE SPEAKER

10/12/2024: «Introduction to Using and Applying Linear Regressions» presented at the *PhD Day in Management* (online), Universitat Politècnica de Catalunya, Barcelona Tech – UPC, Barcelona, Spain.

GUEST EDITOR – SPECIAL ISSUES

Vaiman, V., Usanova, K., Kravariti, F. & Scullion, H. (2025). Overlooked no more: Managing talent of older workers. *The International Journal of Human Resource Management*. https://think.taylorandfrancis.com/special_issues/overlooked-no-more-managing-talent-of-older-workers/?_gl=1*5exrpv*_gcl_au*MTQ3MTQ1ODg3MC4xNzU1NDk4NTU0*_ga*MzM5Nzk1MDkyLjE3NTU0OTg1NTE.*_ga_0HYE8YG0M6*czE3NTc2MDQzNTEkbzQkZzAkdDE3NTc2MDQzNTUkajYwJGwwJGgw&_ga=2.122700867.930027773.1757604352-339795092.1755498551 (CABS: 3)

Kravariti, F., Jooss, S. & Scullion, H. (2023). Talent management in the new normal of hospitality and tourism. *International Journal of Contemporary Hospitality Management*, 35 (8). <https://www.emerald.com/insight/publication/issn/0959-6119/vol/35/iss/8> (CABS: 3)

JOURNAL PUBLICATIONS (peer-reviewed)

1. Tasoulis, K., Theriou, G., Kravariti, F., Scullion, H. & Hylton, Y. (2025). Talent conceptualisations, talent management bundles and their drivers in small and medium enterprises: a polycontextual perspective. *Human Resource Management Journal*. <https://doi.org/10.1111/1748-8583.12608> (CABS: 4*)
2. Kravariti, F., Jooss, S., Tom Dieck, M. C., Fountoulaki, P. & Hossain, F. (2025). Talent management in hospitality and tourism industry: the role of societal and organisational culture. *The International Journal of Contemporary Hospitality Management*, 37 (1), 260-278. doi: 10.1108/IJCHM-04-2024-0522 (CABS: 3)

3. Theriou, F., Tasoulis, L. & Kravariti, F. (2025). Linking the trickle-down effect of supervisor incivility to turnover intentions in the context of SMEs: a serial mediation model. *Leadership & Organization Development Journal*, 46 (1), 102-117. doi: 10.1108/LODJ-08-2023-0445 (CABS: 1)
4. Johnston, K., Alberti, F. & Kravariti, F. (2024). Representative bureaucracy and organizational attractiveness: an experimental study of symbolic representation of the US and UK police. *Public Administration Review*, 84 (2), 293-307. doi:10.1111/puar.13675 (CABS: 4*)
5. Kravariti, F., Jooss, S. & Hugh, S. (2023). Guest editorial - Talent management and COVID-19: lessons and opportunities. *International Journal of Contemporary Hospitality Management*, 35 (8), 2685-2690. doi:10.1108/IJCHM-08-2023-093 (CABS: 3)
6. Kravariti F., Tasoulis, K., Scullion, H. & Alali, M. (2023). Talent management and performance in the public sector: the role of organisational and line managerial support for development. *The International Journal of Human Resource Management*, 34 (9), 1782-1807. doi:10.1080/09585192.2022.2032265 (CABS: 3)
7. Kravariti, F., Voutsina, K., Tasoulis, K., Dibia, C. & Johnston, K. (2022). Talent management in hospitality and tourism: a systematic literature review and research agenda', *International Journal of Contemporary Hospitality Management*, 34 (1), 321-360. doi: 10.1108/IJCHM-03-2021-0365 (CABS: 3)
8. Kravariti, F., Oruh, E.S., Dibia, C., Tasoulis, K., Scullion, H. & Mamman. A. (2021). Weathering the storm: talent management in internationally oriented Greek small and medium-sized enterprises. *Journal of Organizational Effectiveness: People and Performance*, 8 (4), 444-463. doi:10.1108/JOEPP-01-2021-0022 (CABS: 2)
9. Lamprinou, V., Tasoulis, K. & Kravariti, F. (2021). The impact of servant leadership and perceived organisational and supervisor support on job burnout and work-life balance in the era of teleworking and COVID-19. *Leadership & Organization Development Journal*, 42 (7), 1071-1088. doi:10.1108/LODJ-12-2020-0526 (CABS: 1)
10. Kravariti, F. & Johnston, K. (2020). Talent management: a critical literature review and research agenda for public sector human resource management. *Public Management Review*, 22 (1), 75-95. doi:10.1080/14719037.2019.1638439 (CABS: 4)
11. Hossain, F., Al Sinani, S., Kumasey, A. & Kravariti, F. (2020). International research collaboration: evidence from GCC countries. *South Asian Journal of Policy and Governance*, 43 (1), 1-23. <https://sjpgjournal.org/index.php/sjpg/article/view/34>
12. Hossain, F., Kumasey, A.S., Eldridge, D., Kravariti, F. & Bawole, J.N. (2018). Paradox of public sector capacity building: lessons from the MATT2 UK-Bangladesh cooperation. *Development Policy Review*, 36 (6), 689-702. doi:10.1111/dpr.12267

BOOK CHAPTERS (peer-reviewed)

1. Vaiman, V., Kravariti, F. & Usanova, K. (2025). Talent management of assigned expatriates. In: Hutchings, K. (Ed.). *The Authoritative Research Guide to Expatriates*. Cheltenham: Edward Elgar.
2. Kravariti, F. (2023). Talent management and developing employees for performance. In: Rees, G. & French, R. *Strategic People Management and Development*. 6th ed. London: CIPD/Kogan Page.
3. Kravariti, F. (2021). Analysing and presenting quantitative data. In: Mills, S. & Shepherd, C. *Research Methods*. UK: Studios Digital Education.

[CE%B9%CE%B1%20%CE%BD%CE%AD%CE%BF%20%CF%86%CE%B1%CE%B9%CE%BD%CF%8C%CE%BC%CE%B5%CE%BD%CE%BF,%CF%80%CE%BB%CE%AE%CE%BE%CE%BF%CF%85%CE%BD%20%CF%84%CE%BF%CE%BD%20%CE%BA%CF%8C%CF%83%CE%BC%CE%BF%20%CF%84%CF%89%CE%BD%20%CE%B5%CF%80%CE%B9%CF%87%CE%B5%CE%B9%CF%81%CE%AE%CF%83%CE%B5%CF%89%CE%BD.](https://blogs.lse.ac.uk/usappblog/2023/06/23/falling-reputations-mean-that-women-and-minorities-no-longer-want-to-work-for-the-police-in-the-us-or-uk/)

4. Johnston, K., Alberti, F. & Kravariti, F. (23rd June 2023). *Falling reputations mean that women and minorities no longer want to work for the police in the US or UK*. LSE USAPP. <https://blogs.lse.ac.uk/usappblog/2023/06/23/falling-reputations-mean-that-women-and-minorities-no-longer-want-to-work-for-the-police-in-the-us-or-uk/>
5. Kravariti, F. (Μάιος 2023). *Επαναπροσδιορισμός στρατηγικών διοίκησης ταλέντων: με στόχο την ενίσχυση της οργανωσιακής απόδοσης στη μετα «covid-19» εποχή*. HR Professional. https://hrpro.gr/magazine_issues/hr-207/
6. Tasoulis, K., Kravariti, F., Kyriakidou, O., Soukouli, P., Papatzimou, V. & Kalemidou, G. (May 2023). *People analytics: how organisations operating in Greece use HRM data*. Deree – The American College of Greece & KPMG Greece. <https://www.acg.edu/wp-content/uploads/2023/07/People-Analytics-Report-Final.pdf>
7. Alberti, F., Johnston, K. & Kravariti, F. (2022). *Experimental research in public administration: a study of gender representation in the police*. Working Papers in Economics & Finance 2022-02, University of Portsmouth, Faculty of Business and Law. https://pure.port.ac.uk/ws/portalfiles/portal/52189796/Experimental_research_in_public_administration_PDF.pdf
8. Τασούλης, Κ., Κραβαρίτη, Φ., Κυριακίδου, Ο., Σούκουλη, Π., Παπατζήμου, Β., & Καλεμίδου, Γ. (2022). *People analytics: η αξιοποίηση δεδομένων ανθρώπινου δυναμικού στις επιχειρήσεις στην Ελλάδα*. Deree – The American College of Greece & KPMG Greece. <https://www.acg.edu/wp-content/uploads/2022/04/People-Analytics-Report-March-2022-revised-logo.pdf>
9. Warren, S. & Kravariti, F. (2021). *2020 AFEM gender diversity in the electronic music industry survey*. AFEM 2020.

PUBLICATIONS UNDER REVIEW

- Kravariti, F., Usanova, K. & Vaiman, V. Two decades of research on talent management for assigned expatriates: A systematic literature review and multilevel framework. To be submitted to: *Academy of Management Annals* [submitted].
- Kravariti, F., Bezuidenhout, A. & Johnston, K. Women's talent development: Systematic literature review towards a conceptual framework. *Human Resource Development Review* [first round of revisions].

PUBLICATIONS IN PROGRESS

- Bezuidenhout, A., Kravariti, F., Johnston, K. & Nacu, G. Talent development of women in STEM. To be submitted to: *Human Relations* [data analysis].
- Dibia, C., Kravariti, F., Oruh, E. & Sims, S. Constructive failure. To be submitted to: *Studies in Higher Education* [data analysis].

- Kravariti, F. Who owns talent management in the new normal of hospitality and tourism? To be submitted to: *The International Journal of Contemporary Hospitality Management* [data collection].
- Panagiotopoulou, L., Theriou, G., Tasoulis, K., Pappas, I. & Kravariti, F. Embracing or escaping quiet quitting? A configurational approach to a career transition [ready for submission].
- Tasoulis, K., Kyriakidou, O. & Kravariti, F. Learn to walk before you run: strategic fit and HR skills as prerequisites of HR analytics adoption. To be submitted to: *International Journal of Manpower* [writing up].

CONFERENCE CHAIRING

1. *22nd Organisational Storytelling Seminar on Leadership in the Post-Truth Era: Storytelling for Good or Evil?*, Faculty of Business & Law, University of Portsmouth, Portsmouth, UK (08/06/2017).
2. *32nd International Business Research Conference on Research for Advancement*, Melbourne, Australia (23-25/11/2015).
3. *Second 21st Century Academic Forum Conference*, Harvard University, Boston, U.S.A. (10/03/2015).
4. *Innovation in Research*, University of Manchester, Manchester, UK (05/2014).

CONFERENCE PRESENTATIONS (peer-reviewed)

1. **02-03/10/2025:** «Talent development for women in STEM disciplines: the role of supervisory and organisational support» presented at the *14th ELASM Workshop on Talent Management*, Fontys University of Applied Sciences, Eindhoven, The Netherlands.
2. **13-14/06/2024:** «Managing talent of assigned expatriates: current theory and future research» presented at the *6th Global Conference on International Human Resource Management*, Gothernburg University, Sweden.
3. **16/04/2024-18/04/2024:** «Representative bureaucracy and organizational attractiveness: an experimental study of symbolic representation of the US and UK police» presented at the *2024 IRSPM Conference: Hybrid Future for Public Governance and Management*, Tampere University, Finland.
4. **02/10/2023-03/10/2023:** «Talent conceptualisations, talent management bundles and their drivers in small and medium enterprises: a polycontextual perspective» presented at the *12th ELASM Workshop on Talent Management*, Iae Lyon School of Management, Lyon, France.
5. **31/08/2022-02/09/2022:** «Constructive failure: a systematic review and critical investigation of the management education curriculum» presented at the *2022 British Academy of Management Conference on Reimagining Business and Management as a Force for Good*, The University of Manchester, Manchester, UK.
6. **18/03/2022-22/03/2022:** «Bureaucratic reputation: the impact on representative bureaucracy» presented at the *2022 Conference of the American Society of Public Administration (ASPA) on Democracy under Threat: The Future of Equality in a Post-COVID World*, Jacksonville, Florida, U.S.A.

7. **30/09/2019-01/10/2019:** «Star or smart talent management? An investigation of the Greek private sector» presented at the *8th ELASM Workshop on Talent Management*, Toulouse Business School, Toulouse, France.
8. **03/07/2019:** «Constructive failure: bringing failure back to classrooms for better student success» presented at the *Teaching in the Spotlight: Innovation for Teaching Excellence Conference of the Advance Higher Education*, Northumbria University, Newcastle, UK.
9. **04/06/2019:** «Societal and organisational cultural impact on talent management: the Greek hotel industry» presented at the *HR Opportunities & Challenges in SMEs: Strategic HR, Working Conditions, Employee Voice & Talent Sustainability Conference of the British Academy of Management*, Birmingham City University, UK.
10. **11/06/2018:** «National and organisational cultural impact on talent management: the Greek hospitality industry» presented at the *Research and Innovation Conference*, Faculty of Business & Law, University of Portsmouth, Portsmouth, UK.
11. **16/05/2016:** «Cultural influences on talent management» presented at the *Personhood: Mobility and Space*, University of Manchester, Manchester, UK.
12. **09/03/2015:** «International research collaboration: trends and trajectories from GCC countries» presented at the *Second 21st Century Academic Forum Conference on Teaching, Learning, and Research in the Just Google It Age*, Harvard University, Boston, U.S.A.

ATTENDANCE IN ADDITIONAL CONFERENCES/SEMINARS

1. **05/12/2025:** *Redefining Management: Cultivating Sustainable Success Beyond Numbers*, 20th People Management Executive Seminar, Athens, Greece.
2. **04-05/10/2021:** *10th ELASM Workshop on Talent Management* (online).
3. **19/11/2020:** *Global Talent Management, Global Mobility and Covid-19: Where have we Been and Where are we Going?*, Centre for Global Workforce Strategy at Simon Fraser University (Canada), the Penn State Center for International Human Resource Studies (U.S.A.) & ESCP Business School (Europe), (online).
4. **30/06/2020:** *Update for Approved Centres: the new approach to CIPD accreditation of Higher Education*, CIPD (online).
5. **20-24/05/2019:** *Human Resource Management in a Digital Era*, MBA Society Business Week 2019, University of Piraeus, Athens, Greece.
6. **21/03/2019:** *Global Winners Starting from Greece: What does it Take to Make it?*, Aristos Doksiadis, The American College of Greece, Athens, Greece.
7. **20/03/2019:** *Are we Actually Ready to Create Sustainable Products and Brands?*, Vivi Mpougani, The American College of Greece, Athens, Greece.
8. **13/09/2018:** *Simply Better: Researching Assessment Practices – Improving Student Outcomes*, University of Southampton, Southampton, UK.
9. **08/06/2018:** *The Annual Learning & Teaching Conference*, University of Portsmouth, Portsmouth, UK.
10. **19/06/2017:** *The 13th BUS Research and Innovation Conference*, University of Portsmouth, Portsmouth, UK.
11. **09/06/2017:** *The Annual Learning & Teaching Conference*, University of Portsmouth, Portsmouth, UK.
12. **08/06/2016:** *The Implications of Chinese Economic Engagement in Africa*, University of Manchester, Manchester, UK.
13. **18/05/2015:** *Making Social Impact*, University of Manchester, Manchester, UK.

14. **05/05/2015:** *UNESCO's Missions, International Peace, and Genocides*, UNESCO, Paris, France.
15. **04/05/2015:** *Government at a Glance and Human Resource Management in OECD*, OECD, Paris, France.
16. **28/04/2015:** *The World Bank's 2020 Agenda and the Role of the National Bank of Belgium*, National Bank of Belgium, Brussels, Belgium.
17. **02/12/2013:** *PhD Today Conference on the Reasons People Choose to Do PhD Research and Why this Research is Important*, University of Manchester, Manchester, UK.
18. **20/11/2013:** *School-University Partnership Initiative Networking Event*, University of Manchester, Manchester, UK.

RESEARCH GRANTS

2025 – 2028	3rd Call for H.F.R.I. Research Projects to Support Faculty Members and Researchers <u>Research project:</u> Mapping the Terrain and Exploring the Potential of Generative Artificial Intelligence Technology for Firms and Employees in Greece <u>Funding body:</u> Hellenic Foundation for Research and Innovation (H.F.R.I.) <u>Amount:</u> €196.974,49 <u>Research team:</u> Dr Dimitrios Chatzoudes (PI), Dr Georgios Theriou, Dr Foteini Kravariti, Prof Ilias Pappas & Prof Konstantinos Tasoulis <u>Position:</u> Researcher
2025 – 2027	Action 1: Support for New Assistant Professors at AUEB <u>Research project:</u> Talent Development of Women in STEM Disciplines <u>Funding body:</u> Special Account for Research Funds of the Athens University of Economics & Business <u>Amount:</u> €8.000 <u>Research team:</u> Dr Foteini Kravariti (PI) <u>Position:</u> Principal Investigator
03/2024 – 06/2025	University of Portsmouth – 2024/2025 Research Project Funds <u>Research project:</u> Women in STEM: Developing talent (WISE) <u>Funding body:</u> Faculty of Business & Law, University of Portsmouth, UK <u>Amount:</u> £4.000 <u>Research team:</u> Dr Adele Bezuidenhout (PI), Dr Foteini Kravariti & Prof Karen Johnston <u>Position:</u> Researcher
01/2023	Research, Technology and Innovation Research Centre Fund <u>Research project:</u> The use of people analytics by Greek businesses <u>Funding body:</u> The American College of Greece <u>Amount:</u> €1.000

Research team: Prof Konstantinos Tasoulis (PI), Dr Foteini Kravariti, Dr Olivia Kyriakidou, Miss Panagiota Soukouli, Mrs Veronica Papatzimou & Miss Georgia Kalemidou
Position: Researcher

06/2020 – 06/2021 University of Portsmouth – 2020/2021 Research Project Funds
Research project: Assessing the impact of gender representation in employment selection panel
Funding body: Faculty of Business & Law, University of Portsmouth, UK
Amount: £3.030
Research team: Dr Federica Alberti (PI), Prof Karen Johnston & Dr Foteini Kravariti
Position: Researcher

11/2024 Research Travel Grant
Research project: National and organisational cultural impact on talent management's implementation: Case studies from Greece
Funding body: University of Manchester, UK
Amount: £600
Research team: Dr Foteini Kravariti (PI), Prof Aminu Mamman & Prof Farhad Hossain
Position: Leading researcher

09/2013 – 09/2016 University of Manchester Scholar Award
Research project: National and organisational cultural impact on talent management's implementation: Case studies from Greece
Funding body: University of Manchester, UK
Amount: £52.566
Research team: Dr Foteini Kravariti (PI), Prof Aminu Mamman & Prof Farhad Hossain
Position: Leading researcher

AWARDS/SCHOLARSHIPS

- Award – «20 Under 40 Talent Management», HR Professional, Athens, Greece (December 2024).
- Award – «Researcher of the Month», Faculty of Business and Law, University of Portsmouth, UK (December 2021).
- Award – «Best Reviewer of Human Resource Development Review (HRDR) in 2019», Editorial Board of HRDR and HRD Academy, Atlanta, U.S.A. (February 2020).
- Award – «Student Experience Excellence Award 2018: Best Newcomer», Faculty of Business and Law, University of Portsmouth, UK (July 2018).
- Award – «Student's Union Award for Excellence in Learning & Teaching: Best Supervisor», Faculty of Business and Law, University of Portsmouth, UK (November 2017).
- Award – 2nd place in the «Global Management Challenge» (2009).
- Awards – «Outstanding Student Performance», Greek Ministry of Education (2000-2006).

- Full scholarship – Tuition fees and stipend, University of Manchester, UK (September 2013 – September 2016).

PhD/DBA SUPERVISION

1st supervisor - University of Portsmouth

- Bubshait Fouzi. *Factors influencing the intention of Saudi Gen-Y talent to stay in the Saudi mining industry.* Ολοκληρώθηκε 07/11/2022.
- Nsem-Nkongho Anna. *The impact of perceived organisational support and line managerial support on the development of talented nurses: The case of UK nursing homes.*
- Archyangelio Annesha. *Talent development of nurses within English NHS hospitals.*

2nd supervisor – University of Portsmouth

- Cox Andrew. *Dynamic capabilities within a Saudi Arabian context.* Completed on 29/09/2020.
- Nacu Gabriela. *Stakeholder collaborations and talent development: a study on UK hospitality and tourism placements.*
- Maranda Ridgway. *Harnessing the power of kindness to engage UK higher education employees.*

PhD/DBA EXAMINATION

External examiner

- Oseki Precious Egharevba. *Conceptualisation of Talent Management in United Kingdom (UK) Higher Education Institutions in the Context of New Public Management: Academics Perspective.* Salford University Business School, Manchester, Ηνωμένο Βασίλειο. Completed on 28/05/2024.
- Liu Mengqiong. *Talent Management in Chinese University Context: A Comparative Case Study Approach.* Hull Business School, Ηνωμένο Βασίλειο. Completed on 08/08/2023.
- Johnson Deloris Olga. *KPI Driven Banking Sales: Challenges in Enhancing Job Satisfaction from a Manager Perspective.* Edinburgh Napier University, Σκωτία. Completed on 13/06/2023.
- Usanova Ksenia. *Understanding Talent Management in a Context: Four Empirical Essays.* University of Luxembourg, Λουξεμβούργο. Completed on 08/12/2022.
- Romero Francisco Oliva. *The Role of Talent Development on Internal Succession Planning for Higher Education People Managers: An Interpretative Phenomenological Study.* Liverpool University, Ηνωμένο Βασίλειο. Completed on 10/03/2022.
- AbouabidAlla Eman Awni. *Investigating Talent Management Strategies – The Case of the Abu Dhabi Government in the Light of the Abu Dhabi Economic Vision 2030.* Liverpool John Moores University, Ηνωμένο Βασίλειο. Completed on 23/11/2021.
- Warraich Imran Asghar. *To Develop Organizational Talent Management Scorecard.* National College of Business Administration and Economics, Lahore, Πακιστάν. Completed on 20/03/2021.

Internal examiner – University of Portsmouth

- Pessima John. *Problem Sensing and Formulation in Talent Management: An Exploratory Study*. Completed on 03/03/2022.
- Ridgway Mark. *The Royal Air Force's Ability to Realise Mission Command in the Information Age*. Completed on 05/07/2021.
- Radwan Samah. *Identifying Cultural Singularities of Egyptian Staff as a Social Identity and their Impact on Cultural Practices in Egyptian Hospitality Organisations: A Case of Crossvergence*. Completed on 25/02/2020.
- Kunzmann Holger. *A Human Factors View on the Safety of Organisational Change – a Shift of Mindset from Failure and Success towards Resilience Engineering*. Completed on 04/12/2019.

PROFESSIONAL ACCREDITATIONS

- **22/01/2021:** Academic Member of CIPD (academic MCIPD)
- **26/04/2018:** Fellow at the Higher Education Academy (FHEA)
- **08/08/2016:** Associate Fellow at the Higher Education Academy (AFHEA)
- **28/01/2011:** Certified professional for practising economics and finance by the Greek Economic Chamber (licence: 9911096939)
- **07/06/2011:** Certified professional for teaching the English language by the Greek government
- **20/06/2011:** Certified professional for practicing accountancy and tax consultancy by the Greek Economic Chamber (licence: 80665)

ACADEMIC MEMBERSHIPS

- **2020 – 2021:** European Academy of Management
- **2019 – 2021:** Social Research Association
- **2018 – Σήμερα:** British Academy of Management
- **2016 – 2024:** University Forum for Human Resource Development (UFHRD)
- **2015 – 2018:** Academy of Management

IT SKILLS

- Academic and Statistical Software: SPSS, STATA, Prezi, Endnote, Blackboard, Moodle, Proctorio, Canvas, Brightspace, MPlus, R and Turnitin.
- Banking Software: Bloomberg, EPOS System, Qualco and Altamira.
- Microsoft Office tools: Proficient skills and ECDL Core certificate holder.
- Telecommunications' Software: Siebel and Jupiter.
- Other Software: Careers' Services Software, Moxie, Account Manager, macOS High Sierra, itrent, Telebet and Messaging System.

LANGUAGE SKILLS

- Arabic: Basic

- English: Bilingual proficiency
- German: Good
- Greek: Native speaker
- Italian: Basic
- Spanish: Good

VOLUNTEERING

- **10/2018:** Interviewed by the Greek TV channel ‘Alpha’ regarding ‘Talented Greeks’ immigration to the UK’.
- **06 – 08/2012:** Zone leader of communication team at the Parade Day event and communicator at the Looping the Loop event, *London Olympic Games Ambassador*, UK.
- **01 – 08/2012:** *Manchester Student Volunteers Scheme*, University of Manchester, Manchester, UK.
- **11/2011 – 01/2012:** Fundraiser, *British Red Cross*, Manchester, UK.