

## **Dr. Vassilissa Carangio, PhD**

[v.carangio@aur.edu](mailto:v.carangio@aur.edu)  
[vassilissa.carangio@gmail.com](mailto:vassilissa.carangio@gmail.com)  
+ 39 3485813989

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### **EDUCATION**

**2018**

**PhD in Work and Organizational Studies**

Swinburne University of Technology, Faculty of Business and Law, Melbourne, Australia  
Funded by the Swinburne Chancellor Research Award (Premier Research Award, Australia)

**2015**

Visiting Research Fellow

The University of Warwick, Coventry, UK

Funded by the Swinburne Establishment Grant (Australia)

**2014**

Summer School on Black Europe, BESS Alumna

International Institute for Research and Education (IIRE), Amsterdam, Netherlands

Funded by the Swinburne Establishment Grant (Australia)

**2009**

Postgraduate Course in Development and Cooperation

Belgian Italian Chamber of Commerce, Brussels, Belgium

**2007**

Master's Degree (Combined BA/MA) in Communication, Major in Mass Communication, 110/110 cum laude (US system – summa cum laude)

Master's Thesis in Political Economy

Sapienza University of Rome, Rome, Italy

**December 2024 – 2026 (Expected)**

**MicroMasters Program in Supply Chain Management** (18 months)

Massachusetts Institute of Technology (MIT) – MIT on edX, Cambridge, MA, USA

Coursework includes 5 proctored exams and a final capstone exam.

Courses: Supply Chain Analytics, Supply Chain Fundamentals, Supply Chain Design, Supply Chain Dynamics, Supply Chain Technology and Systems

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### **ACADEMIC APPOINTMENTS**

**2024-Present**

**Adjunct Lecturer**

*University of California UCEAP, Rome, Italy*

- Undergraduate Module: Entrepreneurship; Leadership and Organizational Management

- Seminar in Hospitality Management: The Agriturismo Business Model in Italy (*Courses taught across various semesters*)

**2024–Present**

**Adjunct Lecturer**

*CIEE - The Council on International Educational Exchange, Rome, Italy*

- Undergraduate Modules: Organizational Behavior, Strategic Management, Business Ethics & Leadership, International Management  
(*Courses taught across various semesters*)

**2023–Present**

**Adjunct Lecturer**

*European University of Rome (UER), Rome, Italy*

- Faculty of Economy
  - Undergraduate Module: Organizational Behavior
  - Postgraduate Module: Sustainable Leadership  
(*Courses taught across various semesters*)

**2022–Present**

**Adjunct Lecturer**

*Temple University (Philadelphia) Rome Campus, Rome, Italy*

- Faculty of Business, Fox School of Business
  - Undergraduate Module: Leadership and Organizational Management
  - General Education Course (GenEd – Social Science): Representing Race at the Borders of Europe: History and contemporary politics of race and racisms in Europe  
(*Courses taught across various semesters*)

**2019–Present**

**Adjunct Lecturer**

*The American University of Rome, Rome, Italy*

- Faculty of Business Administration
  - Undergraduate Modules: HRM, Organizational Behavior, Economics of Media and Communications (GenEd), Principles of Management, Organizational Management (Sustainable Enterprise and Social Responsibility, July 2025)  
(*Courses taught across various semesters*)

**2013–2017**

**Academic Coordinator for the Management Course and Lecturer**

*Swinburne University of Technology, Melbourne, Australia*

- Undergraduate Modules: Introduction to Management, Global Media Industries, Italian Studies, Dynamics of Diversity in Organizations  
(*Courses taught across various semesters*)

**2016**

**Teaching and Research Development Assistant**

*University of Technology Sydney, Sydney, Australia*

- Undergraduate Module: Strategic Human Resources Management; Postgraduate Module: Human Resources Strategies

## RESEARCH EXPERIENCE

### 2015–2018

*Research Assistant in EAW (Ending Violence Against Women)*

Myriad International Consulting Services (now Myriad Kofkin Global), Melbourne, Australia

### 2017

*Research Assistant in Sport Organizations, Migration, and Race Relations*

Swinburne University of Technology, Melbourne, Australia

### 2012–2017

*Doctoral Candidate*

Swinburne University of Technology, Melbourne, Australia

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## PhD & MA COMPLETION

**PhD Committee Member** – *Life Stories of Older Chinese Immigrant Women in the U.S.*, Lijun Li (with Professor Philomena Essed, Committee Chair, and Professor Donna Ladkin, Committee Member), Antioch University, Graduate School of Leadership and Change, USA, 2022.

**MA Principal Advisor** – *Discoveries Along the Sustainable Wine Route: A Journey Through the Italian Wine Country*, Tana Schwartz, The American University of Rome, Food Studies Program, Italy, 2023.

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## PUBLICATIONS

- Carangio, V. (2023). "White Anglo Patriarchal Possession in Organizations: Unequal Vertical Career Progressions Among Anglo-White & Non-Anglo-White Highly Skilled Immigrant Women." *Gender, Work & Organization*, 30(4), 1199-1217. (Q1 journal)—Cited in the *UNOOSA Space4Women* study by the United Nations Office for Outer Space Affairs and the *Australian Human Rights Commission*.
- Carangio, V., Farquharson, K., Bertone, S., Rajendran, D. (2021). "Racism and White Privilege: Highly Skilled Immigrant Women Workers in Australia." *Ethnic and Racial Studies*, 44(1), 77-96.(Q1 journal) — Cited in the *UN Women* policy brief on human rights abuses against women, the *Australian Human Rights Commission*, and the *Commission for Gender Equality in the Public Sector* (Victoria Government, Australia).
- Carangio, V. (2021). "Book Review of *Beyond the Rapist: Title IX and Sexual Violence on U.S. Campuses* by Kate Lockwood Harris." *Organization Studies*, 43(9), 1527-1529.
- Carangio, V. (2021). "Commentary (in English) on *Ladri di Denti* by Djarah Kan and *E poi basta: Manifesto di una donna nera italiana* by Espérance Hakuzwimana Ripanti." *EuropeNow*, 39, February.

- Carangio, V. (2020). "Book Review of *Responsible Research Practice: Revisiting the Transformative Paradigm in Social Research* by Norma R. A. Romm." *Ethnic and Racial Studies*, 44(8).
- Carangio, V. (2018). "Book Review of *Auntie Rita* by Rita Huggins and Jackie Huggins." *Ethnic and Racial Studies*, 42(3), 458-460.

**Book under contract with Palgrave MacMillan:**

Carangio, V. *Gender, Racism(s) 'Skilled' Immigration: colonial dis(possession)in Australia's Labor Market*

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**PRESENTATIONS (CONFERENCES, SEMINARS, SYMPOSIA)**

- Carangio, V. (2022). Invited. "Reflexivity and Educational Management in Australia, Italy, and the UK." Global Business Communication Seminar, Faculty of Business Administration, Toyo University, Japan, 13 June 2022. (Online)
- Carangio, V. (2021). "Privilege and Oppression in Contemporary Australian Workplaces: The Legacy of British Colonialism in 'The State of Shame.'" SCOS2021, Difference, Copenhagen Business School, 5–6 July 2021.
- Carangio, V. (2020). "Naming the 'Elephant' in the Room Within Academic Conferences on Equity and 'Difference': A Focus on Class Privilege." Working Class Academics Conference, University Centre Blackburn College, 14–15 July 2020. (Online)
- Carangio, V. (2019). Invited. "Exploring Race, Gender, and Work in the Context of Skilled Immigration to Australia: The Reproduction of an Anglo Hegemonic Patriarchal Structure." Gender and Skilled Migration Workshop, IGOT, The University of Lisbon, Portugal, 8 May 2019 (funded by IMISCOE).
- Carangio, V. (2018). Invited. "The Passion of Organizing: The Other Side of Motivation/Benefits." Department of Business Studies, The American University of Rome, Italy, 21 November 2018.
- Carangio, V. (2017). "White Privilege, Racism(s), and Cultural Clones in the Australian Workplace: The Career Journey of Skilled Immigrant Women in Australia." MMRN Seminar, RMIT University, Melbourne, Australia, 31 March.
- Carangio, V. (2016). "Diverse to Whom? The White Multicultural Impact on Immigrant Professional Women in Australia." Racial, Ethnic and National Marginalization of Female Labor: Intersecting Inequalities at Work and Women in Society, 3rd ISA Forum of Sociology, Vienna, Austria, 10–11 July 2016 [paper accepted for distribution].
- Carangio, V. (2016). "Skilled Immigration and White Privilege: The Case of Highly Skilled Immigrant Women in Australia." Global Justice Seminar, Swinburne Institute of Social Research, Swinburne University of Technology, Melbourne, Australia, 11 April.
- Carangio, V. (2015). "A Cross-Cultural/Racial Comparison of Immigrant Professional Women in Australia." Social Injustice & Inequalities: 'Race', Gender & Class Postgraduate Conference, The University of Warwick, Coventry, UK, 10–11 July 2015.
- Carangio, V. (2015). "The Racial/Cultural Chessboard of Power Relations: A Multi-Level Positionality." Race, Ethnicity and Post-Colonial Studies PhD Symposium, London School of Economics (LSE), London, UK, 4–5 June 2015.
- Carangio, V. (2014). "Is There an Invisible Wall? The Career Journey of Skilled Immigrant Women in an Anglo-Dominant Culture." Invisible Difference: Interrogating 'Frictionless'

Migration Symposium, University of Western Australia (UWA), Perth, Australia, 23–24 April 2014.

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## AWARDS/GRANTS

**2024**

**The American University of Rome Adjunct Faculty Professional Development Funding**

The American University of Rome, Italy

**Value:** €500 (funding for professional development)

**2022**

**The British Academy and the Accademia Nazionale dei Lincei Sponsored Award** (Italy/the UK)

**Value:** Invited participant in the British Academy Inequalities Symposium (18–28 January).

**2012–2017**

**Chancellor’s Research Scholarship (CRS)**

Swinburne University of Technology, University’s Premier Research Award, Melbourne, Australia

**Value:** Stipend of \$135,000 for four and a half years; establishment grant of \$3,000; \$5,000 for overseas placement; \$840 thesis allowance; tuition fees; and relocation allowance.

**2016**

**Official Recognition for Outstanding Academic Teaching**

Swinburne University of Technology, Melbourne, Australia.

**2009**

**European Union (EU) - “Leonardo da Vinci” Grant** (Czech Republic)

**Value:** Travel grant, accommodation, transportation for three months, relocation allowance, and health insurance coverage.

**2000–2006**

**Adisu Sapienza Scholarship & Lazio Region** (Italy)

**Value:** Annual grant of up to €1,000 and tuition fees (5 years).

**Purpose:** Awarded to support low-income students who meet merit requirements.

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## GUEST LECTURESHIPS, Q&A SESSIONS, AND EDUCATIONAL TOURS

Since 2019, I have organized numerous guest lectures, Q&A sessions, and on-site visits, facilitating enriching discussions and practical insights for students across institutions. Notable speakers include:

- *Matteo Gabba*, Vice President, Condé Nast UK: Discussed the economics of media and management practices.
- *Dr. Adele Murdolo*, Executive Director, Multicultural Centre for Women's Health, Australia:

Explored leadership in organizational contexts.

- *Michelle Jezycki*, President, Trifecta Consulting, Washington, DC: Engaged students in leadership, HR, and organizational management; former HR Director for the US Senate.
- *Fred Kuwornu*, Filmmaker and Producer: Shared insights on production and creative collaboration.
- *Svein Tveitdal*, CEO, Klima2020 and former UN Environmental Director, Norway: Focused on sustainability in organizational contexts.
- *Kwanza Musi Dos Santos*, DEI expert and co-founder of QuestaèRoma: Discussed diversity, equity, and inclusion strategies in organizations.
- *Professor Nidhi Srinivas*, Associate Professor of Management, Milano School of Policy, Management, and Environment, US: Discussed organizational behavior and management strategies.
- *Dr. Katharina Hecht*, Postdoctoral Research Associate, D'Amore-McKim School of Business, Northeastern University, US: Explored inequalities in top firms in the UK.
- *Rahma Nur*, Award-winning poet and Somali-Italian writer: Discussed racism and poetry within organizational spaces.

Additionally, I am organizing events at various universities featuring the documentary *Everyday Dignity*, which highlights the work of pioneering scholar Professor Philomena Essed, Professor of Leadership, Critical Race, and Gender at Antioch University, and is directed by award-winning filmmaker Ida Does. The documentary explores leadership, inclusion, equality, and human rights in business—topics highly relevant to business administration. These events support both Ida Does' filmmaking and Professor Essed's work, while encouraging discussions on how race, gender, and ethical leadership intersect with business practices.

On-site visits (educational tours) have included:

- Sorelle Fontana Atelier: Students engaged with industry professionals to learn about organizational dynamics in the fashion industry.
- Vatican Radio Rome: A tour focused on media operations and organizational structure.
- The Norwegian Institute in Rome, affiliated with the University of Oslo.

*This list includes only a selection of the distinguished speakers and educational tours organized at various institutions.*

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## INDUSTRY EXPERIENCES (*Short – only some work experiences are listed*)

**2011-2012**

**APT – Australian Pacific Touring**

State of Victoria, Australia

**Position:** Bilingual Tour Guide

**Responsibilities:**

- Provided guided tours in Italian and English, enhancing cross-cultural communication and visitor engagement in sustainable tourism practices.
- Described points of interest, including the Great Ocean Road and Phillip Island, connecting local history with sustainable business practices relevant to tourism management.
- Coordinated group activities to ensure smooth operations and foster teamwork, promoting sustainable tourism initiatives.

- Greeted visitors and escorted groups through key sites, highlighting eco-friendly practices and their economic significance.

**2010**

**The Italian Chamber of Commerce and Industry in Australia**

Melbourne, Australia

**Position:** Trade Fair Officer (Bilingual: Italian/English)

**Responsibilities:**

- Assisted with organizing highly visible collective exhibits at major exhibitions, including Vinitaly, Marmomacc International Exhibition of Stone and other significant industry fairs, facilitating connections between buyers and suppliers from Australia and Italy.
- Promoted services and initiatives designed to enhance clients' participation in the exhibition (B2B agendas, promotion, and coordination of sponsored buyer programs).
- Prepared business presentations.
- Supported the Trade Fair Department in the absence of the Trade Fair Manager, taking on additional responsibilities as acting manager (e.g., overseeing and coordinating all aspects of trade fair planning).

**2009 (3 months; Funded by the EU)**

**Nadace VIA**

Prague, Czech Republic

**Position:** Research Analyst and Supporter Development Manager

*(Funded by the European Commission's Lifelong Learning Programme - Leonardo Da Vinci - EU grant)*

**Responsibilities:**

- Assisted the Development Manager and team with projects concerning philanthropic activities for NGOs in the Czech Republic (Fundraising Department at NADACE VIA).
- Searched for philanthropic partners/donors for fundraising activities.
- Built positive relationships with donors, volunteers, and colleagues to foster a supportive fundraising environment.

**2008**

**Marcus Evans**

London, United Kingdom

**Position:** Bilingual Sales Executive (Italian/English)

**Responsibilities:**

- Promoted business conferences, summits, congresses, and training courses across Europe.
- Reached agreements with customers in leading positions, including CEOs.
- Negotiated contracts and packages.
- Researched new business opportunities.

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## PROFESSIONAL MEMBERSHIPS

- Member, EGOS, European Group for Organization & Management Studies (2024 – Present)
- Member, TASA, The Australian sociological association (2018–Present)
- Member, IMISCOE, International Migration Research Network (2019–Present)

- Member, AISAO, Associazione Italiana di Studi sull’Australia e sull’Oceania (2018-Present)
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## **VOLUNTEERING EXPERIENCE** *(Short – only some experiences are listed)*

### **2025-Present**

#### **Founder & Coordinator – “Shut Up and Write” (Interdisciplinary Faculty Writing Workshop for Academic Research)**

The American University of Rome, Rome, Italy

*Responsibilities:* Launched and coordinate a university-wide writing workshop for faculty across disciplines, using the *Pomodoro technique* to enhance productivity in academic research and writing; Provide a structured and supportive environment for focused writing sessions; Foster interdisciplinary collaboration and a sense of academic community.

### **Octob. 2024- Present**

#### **Co-adjunct faculty representative**

Temple University Rome campus, Rome, Italy

*Responsibilities:* Facilitate communication between adjunct faculty and administration to ensure transparency in policies and initiatives; Advised on adjunct faculty concerns; collaborate with faculty governance bodies to advocate for the inclusion of adjunct voices in decision-making processes; collect and relay feedback from adjunct faculty on institutional issues to administration.

### **2021-2022**

#### **Diversity, Equity, and Inclusion Facilitator**

The American University of Rome, Rome, Italy

*Responsibilities:* Advised on the development and implementation of actions listed in the DEI strategy (e.g., university policies aimed at providing equal education to foster a sense of belonging for international and local students, faculty, and staff).

### **2016**

#### **President of the PhD Club at Swinburne University**

Swinburne University of Technology, Melbourne, Australia

*Responsibilities:* Initially led the PhD Club within the Faculty of Business and Law, guiding the club toward its goals while facilitating collaboration among members. Under my leadership, the club expanded to become the PhD Club for the whole university, helping to reduce fragmentation among student divisions and connecting PhD students from various disciplines to foster a sense of community. Planned and coordinated events to enhance engagement; provided guidance and support to cultivate an inclusive team culture; and represented the interests of all club members.

## **ACADEMIC REFEREE**

Served as an academic referee for the following academic journals:

- Gender, Work & Organization
- Organization
- Ethnic and Racial Studies Journal
- Journal of ethnic and migration studies



- Asian and Pacific Migration Journal
  - Whiteness and Education
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## REFERENCES:

My three preferred choices are:

1. **Professor Karen Farquharson, PhD**  
President of the Academic Board  
University of Melbourne  
Parkville, Victoria 3010, Australia  
Email: karen.farquharson@unimelb.edu.au
2. **Professor Eleonore Kofman, PhD**  
Professor of Gender, Migration, and Citizenship  
Co-Director, Social Policy Research Centre  
Middlesex University London  
The Burroughs, London NW4 4BT, UK  
Email: e.kofman@mdx.ac.uk
3. **Professor Norma Romm, PhD**  
Professor Extraordinarius  
University of South Africa (UNISA)  
Department of Adult, Community, and Continuing Education  
Unisa Sunnyside Campus, Building 10, Justice Mohamed Street, Pretoria  
PO Box 392, 0003, South Africa  
Email: norma.romm@gmail.com (preferred) or rommnra@unisa.ac.za

Should additional references be required, the following individuals are also available to provide further insights into my work:

4. **Dr. Facundo Herrera, PhD**  
Associate Director at IPSOS UK  
Visiting Scholar at Lancaster University  
Email: F.herrera@lancaster.ac.uk
5. **Professor Misa Fujio, PhD**  
Professor, Faculty of Business Administration  
Toyo University  
5-28-20 Hakusan, Bunkyo-ku, 112-8606, Tokyo, Japan  
Phone: +81 8034767749  
Email: misa\_f@toyo.jp or [misa.fujio@gmail.com](mailto:misa.fujio@gmail.com)