

# Dr Birgit Pauksztat

## Personal information

Address Nordland Research Institute  
Universitetsalléen 11  
8049 Bodø, Norway  
Email bpa@nforsk.no  
ORCID 0000-0002-2216-0836

## Education and academic qualifications

2022 'Docent' in Business Studies (Associate Professor), Uppsala University, Sweden  
2010 PhD, University of Groningen, the Netherlands  
2003 MA in Social Anthropology, University of California, Irvine, USA  
2000 MA, University of Cologne, Germany (major: Social anthropology; minors: Nordic Philology, Linguistics)  
1997-1998 Exchange studies, Ilisimatusarfik/Greenland's University in Nuuk, Greenland

## Professional and research experience

2023- Research Professor ('Forsker I') (70%), Nordland Research Institute, Bodø, Norway  
2023- Professor ('Professor I') in Organization and Leadership (30%), Business School, Nord University, Bodø, Norway  
2022-2023 Associate Professor ('Docent'), Department of Business Studies, Uppsala University, Sweden  
2017-2022 Senior Lecturer ('Universitetslektor'), Department of Business Studies, Uppsala University, Sweden  
2015-2017 Senior Lecturer, Department of Human Resources & Organizational Behaviour, Faculty of Business, University of Greenwich, London  
2011-2015 Assistant Professor, Department of Management and Organization, Hanken School of Economics, Helsinki, Finland  
2010-2011 Project Curator Ethnography, Zayed National Museum Project, British Museum, London  
2005 Research assistant, Institute for Fisheries Management and Coastal Community Development (IFM), Hirtshals, Denmark  
2004-2005 Researcher, North America Collections, Department of Africa, Oceania and the Americas, British Museum, London  
2000-2001 Researcher, North America Collections, Department of Ethnography, British Museum, London

## Awards and funding

### *Research awards*

- 2019 Finalist for the Academy of Management's International Management (IM) Division Best Paper in OB / HRM / OT Award
- 2018-2024 Visiting Fellow, Business School, University of Greenwich, London
- 2006 Textile Society of America's *R.L. Shep Book Award 2005* for the edited volume *Arctic Clothing of North America - Alaska, Canada, Greenland* (with J.C.H. King and R. Storrie)

### *Research funding and scholarships*

- 2023-2027 EU COST Action "Rethinking the Blue Economy: Socio-ecological impacts and opportunities" (RethinkBlue) (CA22122) (approx. 600 000 Euro over 4 years), with Dr. D. Cepić (University of Zadar, Croatia; main proposer) and Prof. Dr. J. Pascual (Universidad de la Laguna, Spain)
- 2022 Stiftelsen Sveriges Sjömanshus & Lighthouse (300 000 SEK), with Dr G. Praetorius (VTI) and Prof. Dr. C. Hult (Linnéuniversitetet), Sweden
- 2018 Grants from the Stiftelsen Sveriges Sjömanshus (SSS) (100 000 SEK), from the National Maritime College of Ireland (30 000 SEK) and an internal grant from Uppsala University Campus Gotland (70 000 SEK) supporting the *Visby Maritime Symposium*, 10-12 October 2018
- 2012 Grant from the Hanken Foundation (8000 Euro) and the Dr.h.c. Marcus Wallenberg Foundation (5000 Euro), Finland
- 2005-2009 *Ubbo Emmius Fellowship*, University of Groningen, the Netherlands, for PhD studies
- 2002 Fellowship for participation in the National Science Foundation (NSF) *Summer Institute for Research Design in Cultural Anthropology*, USA
- 2001-2002 DAAD (German Academic Exchange Service) scholarship for graduate studies at the Department of Anthropology, University of California, Irvine, USA
- 1997-1998 DAAD (German Academic Exchange Service) scholarship for studies at Ilisimatusarfik/Greenland's University, Nuuk, Greenland

### *Outstanding Reviewer awards*

- 2023 *Outstanding Reviewer* award from the *Journal of Managerial Psychology*
- 2011 *Outstanding Reviewer Award* from the *Organizational Behavior Division* of the Academy of Management

### *Teaching awards and grants*

- 2018 Nominated as *Årets Lärare* (Teacher of the Year) by the student association at Uppsala University / Campus Gotland, Sweden
- 2017 Nominated for the *Inspirational Teaching Award*, Student-Led Teaching Awards 2017, University of Greenwich, London, UK
- 2016 *Supervisor of the Year*, Student-Led Teaching Awards 2016, University of Greenwich, London, UK
- 2014 Grant for participation in *International Teachers Program (ITP)*, HEC Paris, France

## Publications

### Articles

- William, L., **Pauksztat, B.**, & Corby, S. (in press). Representative bureaucracy and disabled employees in the British public sector. *International Public Management Journal*, <https://doi.org/10.1080/10967494.2022.2086951>
- Pauksztat, B.**, Andrei, D. M., & Grech, M. R. (2022) Effects of the COVID-19 pandemic on the mental health of seafarers: A comparison using matched samples. *Safety Science*, 146: 105542. <https://doi.org/10.1016/j.ssci.2021.105542>
- Pauksztat, B.**, & Grech, M. R. (2022). Building social support: The impact of workgroup characteristics, the COVID-19 pandemic and informal interactions. *Work*, 72(4): 1175-1189. <https://doi.org/10.3233/WOR-220020>
- Pauksztat, B.**, Grech, M. R., & Kitada, M. (2022) The impact of the COVID-19 pandemic on seafarers' mental health and chronic fatigue: Beneficial effects of onboard peer support, external support and Internet access. *Marine Policy*, 137: 104942. <https://doi.org/10.1016/j.marpol.2021.104942>
- Pauksztat, B.**, Salin, D., & Kitada, M. (2022) Bullying behavior and employee well-being: How do different forms of social support buffer against depression, anxiety and exhaustion? *International Archives of Occupational and Environmental Health*, 95(7), 1633-1644. <https://doi.org/10.1007/s00420-022-01844-w>
- Pauksztat, B.**, Zhao, M., Pekcan, C., & Barnett, M. (2021) Introduction to the special issue on 'International merchant shipping in the 21st century: Social science perspectives'. *Marine Policy*, 130: 104373. <https://doi.org/10.1016/j.marpol.2020.104373>
- Pauksztat, B.** (2021) Informal relations and communication about work-related problems in two multilingual crews. *Marine Policy*, 130: 103767. <https://doi.org/10.1016/j.marpol.2019.103767>
- Pauksztat, B.**, & Salin, D. (2020) Targets' social relationships as antecedents and consequences of workplace bullying: A social network perspective. *Frontiers in Psychology*, 10: 3077. <https://doi.org/10.3389/fpsyg.2019.03077>
- William, L., **Pauksztat, B.**, & Corby, S. (2019) Justice obtained? How disabled claimants fare at Employment Tribunals. *Industrial Relations Journal*, 50(4): 314-330. <https://doi.org/10.1111/irj.12260>
- Pauksztat, B.** (2017) 'Only work and sleep': Seafarers' perceptions of job demands of short sea cargo shipping lines and their effects on work and life on board. *Maritime Policy & Management*, 44(7): 899-915. <https://doi.org/10.1080/03088839.2017.1371347>
- Pauksztat, B.** (2017) Effects of job demands and social interactions on fatigue in short sea cargo shipping. *Maritime Policy & Management*, 44(5): 623-640. <https://doi.org/10.1080/03088839.2017.1298868>
- Pauksztat, B.** (2015) Review of Sowa, F. (2014) 'Indigene Völker in der Weltgesellschaft: Die kulturelle Identität der grönländischen Inuit im Spannungsfeld von Kultur und Natur', *Etudes/Inuit/Studies*, 39(2): 313-316
- Pauksztat, B.**, Steglich, C., & Wittek, R. (2011) Who speaks up to whom? A relational approach to employee voice. *Social Networks*, 33(4): 303-316. <https://doi.org/10.1016/j.socnet.2011.10.001>
- Pauksztat, B.**, & Wittek, R. (2011) Representative voice in different organizational contexts: A study of 40 departments of a Dutch child-care organization. *International Journal of Human Resource Management*, 22(10): 2222-2244. <https://doi.org/10.1080/09585192.2011.580190>
- Pauksztat, B.**, van Duijn, M.A.J., & Wittek, R. (2011) A 'special attachment': Voice and the relational aspect of loyalty. *International Sociology*, 26(4): 524-546. <https://doi.org/10.1177/0268580910393374>

*Book chapters*

- Pauksztat, B.** (2023) ‘Team play’: Seafarers’ strategies for coping with job demands of short sea cargo shipping lines. In: Kolodziej-Durnas, A., Sowa, F., and Grasmeyer, M. C. (eds.), *Maritime Professions: Issues and Perspectives*, pp. 185-204. Leiden: Brill. [https://doi.org/10.1163/9789004518841\\_009](https://doi.org/10.1163/9789004518841_009)
- Pauksztat, B.** (2022) Social networks and resilience in work teams. In: Lazega, E., Wittek, R., & Snijders, T. (eds.), *Social Networks and Social Resilience*, pp. 31-44. Cheltenham: Edward Elgar Publishing. <https://doi.org/10.4337/9781803925783.00008>
- Pauksztat, B.** (2022) Kontinuität und neue Entwicklungen im Kajakverein in Nuuk von 1983 bis 1999 [Continuity and new developments in the Kayak Club Nuuk from 1983 to 1999]. In: Sowa, F. (ed.), *Grönland: Kontinuitäten und Brüche im Leben der Menschen in der Arktis*, pp. 191-207. Leverkusen: Budrich UniPress
- Pauksztat, B.**, and Salin, D. (2021) Workplace bullying: A social network perspective. in D’Cruz, P., Noronha, E., Notelaers, G., & Rayner, C. (eds.), *Concepts, Approaches and Methods. Handbooks of Workplace Bullying, Emotional Abuse and Harassment*, vol 1. Singapore: Springer Nature. [https://doi.org/10.1007/978-981-10-5334-4\\_14-1](https://doi.org/10.1007/978-981-10-5334-4_14-1)
- Pauksztat, B.** (2018) ‘Tass’ nuann’! – Tradition, sports and friendship at the Kayak Club Nuuk. In: MacDonald, J., & Wachowich, N. (eds.), *The Hands’ Measure: Essays Honouring Leah Aksaaajuq Otak’s Contribution to Arctic Science*, pp. 167-184. Iqaluit: Nunavut Arctic College Media
- Pauksztat, B.** (2010) “The Arctic” and “Snow goggles”. In: Tortora, P. (ed.), *The United States and Canada, Berg Encyclopedia of World Dress and Fashion*, vol. 3, pp. 366-375. Oxford: Berg Fashion Library Ltd
- Pauksztat, B.** (2005) Kayak clothing in contemporary Greenlandic kayak clubs. In: King, J.C.H., Pauksztat, B., & Storrie, R. (eds.), *Arctic Clothing of North America: Alaska, Canada, Greenland*, pp. 115-120. London: British Museum Press. [www.jstor.org/stable/j.ctt9qf392.28](http://www.jstor.org/stable/j.ctt9qf392.28)
- Beck, R.J., **Pauksztat, B.**, & Fitzgerald, W.J. (2003) Individual behaviors and social structure in the development of communication networks of self-organizing online discussion groups. In: Wasson, B., et al. (eds.), *Designing for Change in Networked Learning Environments*, pp. 313-322. Dordrecht: Kluwer Academic Publishers
- Pauksztat, B.** (2000-2001) Viehzüchter in Chimindi Say, Kirgizstan [Pastoral nomads in Chimindi Say, Krgyzstan]. In: Finke, P., & Sancak, M. (eds.), *Zwischen Markt- und Mangelwirtschaft: Berichte eines Feldforschungsaufenthalts im ländlichen Kasachstan und Kirgizstan im Jahre 1999*, pp. 38-43. Almaty: Friedrich-Ebert-Stiftung Almaty

*Edited books*

- King, J.C.H., **Pauksztat, B.**, and Storrie, R. (eds.) (2005) *Arctic Clothing of North America: Alaska, Canada, Greenland*. London: British Museum Press

*Reports and other publications*

- Pauksztat, B.**, & Praetorius, G. (2023) *Preparedness and resilience in high-risk operations: An exploratory study of training needs for search and rescue (SAR)*. VTI unpublished report, reg. no. 2023/0079-8.2
- Pauksztat, B.**, Grech, M., Kitada, M., & Jensen, R. B. (2020). *Seafarers’ experiences during the COVID-19 pandemic: Report*. <http://dx.doi.org/10.21677/wmu20201213>
- Pauksztat, B.** (2005) *Collaborative research around the North Sea: Two case studies from Denmark*. Institute for Fisheries Management and Coastal Community Development, Hirtshals, Working Paper no. 2-2005. ([www.ifm.dk/reports/125.pdf](http://www.ifm.dk/reports/125.pdf))
- Pauksztat, B.**, & King, J.C.H. (2005) *Iñupiaq engravings*. CD-ROM. London: British Museum

**Presentations (last five years)***Invited presentations*

- 2021 Invited presentation “Seafarers’ experiences during the COVID-19 pandemic” (with M. Kitada) at the webinar “COVID-19 and seafarers: A humanitarian crisis?”, *Centre for Governance and Human Rights*, University of Cambridge, UK, 10 June 2021
- 2021 Invited panelist at panel “Humanitarian Crisis at Sea: The Failure of Labor Governance to Protect Seafarers”, *73rd Annual Meeting of the Labor and Employment Relations Association (LERA)*, 5-8 June 2021
- 2019 “Beyond individuals: The importance of social relations on board”, invited research presentation at the Kalmar Maritime Academy, Linnaeus University, Kalmar, Sweden, 8 May 2019
- 2019 “Workplace bullying and interpersonal relationships: A social network perspective”, invited research presentation at the Hanken School of Economics, Helsinki, Finland, 18 February 2019

*Conference presentations*

- 2023 “Bridging social divides? Characteristics and antecedents of seafarers’ personal support networks during the COVID-19 pandemic” (with M Grech), *5<sup>th</sup> ErgoShip Conference “Maritime research – Maritime Human factors”*, Esbjerg, Denmark, 2-3 November 2023
- 2023 “With a little help from ... whom? Personal support networks in a hierarchical, multinational context” (with M Grech), *7<sup>th</sup> European Social Network Conference (EUSN)*, Ljubljana, Slovenia, 4-8 September 2023
- 2023 “Intersectional discrimination: Strategy or truth?” (with L William & S Corby), *Equality, Diversity and Inclusion (EDI) conference*, London, UK, 10-11 July 2023
- 2022 “Resilience and preparedness in maritime training: Current approaches and research gaps” (with G Praetorius & C Sellberg), *51st Nordic Ergonomics Society (NES) Conference*, Uppsala, Sweden, 23-25 October 2022
- 2021 “Building resilience: Antecedents of perceived social support among crew members on international commercial vessels” (with M. Grech), *15<sup>th</sup> European Sociological Association (ESA) Conference 2021*, Barcelona, Spain, 31 August – 3 Sep 2021 [virtual]
- 2021 “Representative bureaucracy: The case of disabled employees in the British public sector” (with L. William and S. Corby), *BUIRA 70th Anniversary Conference*, Manchester, UK, originally planned for 30 June – 2 July 2020, postponed and held virtually 13-15 July 2021
- 2021 “Intersectional Discrimination: Strategy or Truth?” (with L. William), *International Labour Process Conference (ILPC) 2021*, London, UK, 12-14 April 2021
- 2020 “A risky endeavor? Effects of employee voice on speakers’ social relationships”, presentation in a Divisional Paper session (Conflict Management Division) at the *80th Annual Meeting of the Academy of Management*, Vancouver, Canada, 7-11 August 2020 [virtual]
- 2020 “Speaking up, safely: Effects of employee voice on the quality of employees’ informal social relationships”, *International Network for Social Network Analysis (INSNA) XL Virtual Sunbelt Conference*, 13-17 July 2020 [virtual]

- 2020 “The Public/Private sector divide: Disability discrimination cases at Employment Tribunals” (with L. William & S. Corby), *Diversity Interest Group (DIG) 3rd Annual Conference: Intersectional research in equality, diversity and inclusion*, 17 June 2020, London, UK [virtual]
- 2019 “Can diplomats become global citizens? A social network study on cultural and role identities of global workers and their spouses” (with L. Zhang), presentation at the *45th Annual Conference of the European International Business Academy*, Leeds, UK, 13-15 December 2019.
- 2019 “First language, language proficiency and communication about problems at work”, accepted for oral presentation in a Divisional Paper session (International Management Division) at the *79th Annual Meeting of the Academy of Management*, Boston, MA, 9-13 August 2019 (withdrawn)  
\* *Finalist for the Academy of Management’s International Management (IM) Division Best Paper in OB / HRM / OT Award*

### Editorial assignments

Member of the Editorial Review Board

- *Marine Policy* (since April 2021)
- *Journal of Managerial Psychology* (since July 2022)
- *Journal of Organizational Behavior* (since January 2023)

Guest editor of Special Issue

- “International merchant shipping in the 21st century: Social science perspectives” (with M Zhao, C Pekcan and M Barnett), *Marine Policy*, 2021, vol. 130

### Ad hoc reviewer

Management / OB journals

- *European Journal of Work & Organizational Psychology*
- *Group & Organization Management*

Safety / occupational health journals

- *International Archives of Occupational & Environmental Health*
- *Safety Science*
- *The Lancet Global Health*

Maritime journals

- *Australian Journal of Maritime & Ocean Affairs*
- *Maritime Policy & Management*
- *Maritime Technology & Research*
- *WMU Journal of Maritime Affairs*

### Reviewer for research foundations, scholarships and funding applications

- 2022-2023 Marie Skłodowska-Curie postdoctoral research fellowships, University of Bergen, Norway
- 2022 National Research Foundation (NRF), South Africa, September 2022

**Member of dissertation committee**

Magnus Boström, Kalmar Maritime Academy, 27 August 2020

**Academic leadership**

- 2023 Chair of the selection committee for the *INSNA Freeman Award* of the International Network for Social Network Analysis (INSNA)
- 2021 Member of Senior Program Committee for *Networks 2021*, the first joint meeting of the *International Network for Social Network Analysis* (INSNA) and the *Network Science Society*, 6-11 July 2021 (virtual)
- 2021-2023 Co-host (with A. Kolodziej-Durnas) of the *Maritime Sociology* mailing list
- 2020 Organizer (with M. Grech and M. Kitada), webinars on *Understanding the Effects of COVID-19 on Seafarers*, hosted by the World Maritime University (WMU) on 25 November 2020, and by the Australian Maritime Safety Authority (AMSA) on 10 December 2020
- 2020 Virtual Sunbelt Organizing Committee (with E. Lazega, L. Jasny, J. Pfeffer and C. McCarty), *International Network for Social Network Analysis (INSNA) XL Sunbelt Conference* (virtual conference), 13-17 July 2020
- 2020 Member of Scientific Program Committee, *International Network for Social Network Analysis (INSNA) XL Sunbelt Conference*, planned for Paris, France, 2-7 June 2020, canceled in consequence of COVID-19 pandemic.
- 2018-2020 Organizer *Gotland Higher Seminars*, Department of Business Studies, Campus Gotland
- 2019 Co-organizer (with R. Wittek), *2<sup>nd</sup> Groningen-Gotland Workshop*, Visby, 11-12 February 2019
- 2018 Co-organizer (with C. Pekcan and M. Barnett) *Visby Maritime Symposium*, Visby, Sweden, 10-12 October 2018
- 2018 Co-organizer (with R. Wittek), *1<sup>st</sup> Groningen-Gotland Workshop*, Groningen, 12-13 June 2018
- 2006-2008 Coordinator *Testdagen* (surveys and experiments among student participants), Department of Sociology, University of Groningen
- 2006 Organizer of session on “Iñupiaq engravings”, at the *15<sup>th</sup> Inuit Studies Conference*, Paris, 26-28 October 2006
- 2005 Co-organizer (with J.C.H. King), conference *Marketing Native North America: The promotion and sale of art and design*, British Museum, London, 4-6 February 2005
- 2001 Co-organizer (with J.C.H. King), conference *Arctic Clothing of North America – Alaska, Canada, Greenland*, British Museum, London, 29-31 March 2001

**Teaching**

## Teaching qualifications

- 2020 *Supervising doctoral students* (equivalent to three weeks of full time staff training), Uppsala University, Sweden
- 2016 *Fellow of the Higher Education Academy*, UK
- 2015-2016 *Postgraduate certificate in Higher Education* (60 ECTS), University of Greenwich, London, UK

- 2014 *International Teachers Program (ITP)*, HEC, Paris, France (2 x 6 days of taught courses, plus independent work on a project)
- 2013 *Academic Supervising* (5 ECTS), University of Helsinki, Finland
- 2012 *Universitetspedagogik I & II* (10 ECTS), University of Helsinki, Finland

#### Course leader for PhD level courses

- 2009 “Interviewing”, two-day workshop for researchers of the project “Emerging Market Economies in Central Asia: The Role of Institutional Complementarities in Reform Processes”, PI: Professor J. Ahrens, Private University of Applied Sciences, Göttingen, Germany, 22-23 April 2009

#### Course leader for graduate level courses

- 2017 “Research methods”, 15 ECTS, University of Greenwich, UK
- 2015, 2016 “Foundations of scholarship”, 15 ECTS, University of Greenwich, UK
- 2015 “Research methods” (in Swedish), 8 ECTS, Hanken School of Economics, Finland
- 2013, 2014 “Research methods”, 8 ECTS, Hanken School of Economics, Finland
- 2013, 2014 “Research seminar” (MA thesis course), 12 ECTS, Hanken School of Economics, Finland

#### Course leader for combined graduate and undergraduate level courses

- 2015 “Managing negotiations” (in English and Danish), 7.5 ECTS (BA) / 10 ECTS (MA), Ilimmarfik, Greenland

#### Course leader for undergraduate level courses

- 2020, 2021, “Advanced course in business studies: Theory and methodology” (in Swedish), 30 ECTS, Uppsala University, Sweden (in Swedish)
- 2022, 2023
- 2019, 2020, “Research methods” (in Swedish), 5 ECTS, Uppsala University, Sweden
- 2021, 2022, 2023
- 2019, 2020, “Negotiations in a business context”, 15 ECTS, Uppsala University, Sweden
- 2022
- 2018, 2019, “Individuals and groups in organizations” (in Swedish), 7.5 ECTS, Uppsala University, Sweden
- 2020, 2021, 2022, 2023
- 2018 “Organisations and their environment” (in Swedish), 7.5 ECTS, Uppsala University, Sweden
- 2016 “Contemporary issues in HRM”, 15 ECTS, University of Greenwich, UK
- 2012, 2013, “Managing negotiations”, 8 ECTS, Hanken School of Economics, Finland
- 2014
- 2012 “International business”, 8 ECTS, Hanken School of Economics, Finland

#### Supervised theses (completed)

14 MA theses (5 in English, 9 in Swedish)  
69 BA theses (21 in English, 48 in Swedish)



**Outreach activities: Webinars, workshops and events**

- 2022 Invited online presentation “Effects of the COVID-19 pandemic on seafarers” for a working group of the Deutscher Nautischer Verein (German Nautical Association), 28 April 2022
- 2021 Invited presentation “Seafarers' mental health and fatigue during the COVID-19 pandemic: Initial results from a survey by B Pauksztat, M Grech, M Kitada, & R B Jensen”, MARLOG webinar *Midterm reflections on seafarers' mental health during COVID-19*, 9 February 2021
- 2020 Co-organizer of two webinars *Understanding the Effects of COVID-19 on Seafarers* (with M Grech & M Kitada) and presentation (with M Grech, M Kitada & R B Jensen) on “Seafarers experiences during the COVID-19 pandemic”; the webinars were hosted by the World Maritime University (WMU), 25 November 2020, and the Australian Maritime Safety Authority (AMSA), 10 December 2020
- 2013 Invited workshop “Problemløsning på arbejdspladsen” [Dealing with problems at the work place] for employees of Hjørring municipality, Denmark, 7 June 2013
- 2004 Co-organizer (with J.C.H. King), film festival *Featuring myths, scripting reality: The Second Native North American Film Festival*, British Museum, London, 26-28 November 2004
- 2001 Co-curator (with J.C.H. King), exhibition *Annuraaq - Arctic Clothing from Igloodik*, British Museum, London, 15 February - 27 May 2001. In collaboration with the Inullariit Elders' Society, Igloodik; the Igloodik Research Centre, Nunavut Research Institute; and the Department of Language, Culture, Elders, and Youth, Government of Nunavut