



Economic
and Social
Research Council



**ESRC DTP Joint Studentship
Aston University and University of Warwick**

Are diversity management practices effective in reducing bias against female leaders? A mixed-method investigation

The Midlands Graduate School is an accredited Economic and Social Research Council (ESRC) Doctoral Training Partnership (DTP). One of 14 such partnerships in the UK, the Midlands Graduate School is a collaboration between Aston University, University of Birmingham, University of Leicester, Loughborough University, University of Nottingham and the University of Warwick.

The Project:

We are inviting applications for an ESRC Doctoral Joint Studentship between *Aston University (Aston Business School)* – where the student will be registered – and the *University of Warwick (Warwick Business School, WBS)* to commence in October 2021. The project explores the effectiveness of organisational diversity management practices in reducing bias against female leaders, and takes a mixed-method approach to data collection. Specifically, we envisage a project where Stage 1 examines – through a quantitative daily diary study – the daily experiences of female leaders and their employees and whether, as well as how, organisational diversity management initiatives have a positive impact on their working lives. We see Stage 2 building on these findings, exploring – through qualitative interviews – why and when diversity management practices are (in)effective in tackling female leader-directed bias and stereotyping. In addition to important theoretical and empirical contributions to the female leadership and diversity management literatures, we hope to encourage companies across sectors and industries interested in evaluating the effectiveness of their diversity management programmes.

Person Specification:

We are therefore seeking applications from those who hold excellent undergraduate and/or postgraduate qualifications in the fields of business and management, HRM, work psychology and/or associated disciplines. Most importantly, applicants will show an interest in, and commitment to, research – in particular in the disciplines of diversity management and leadership – and evidence of excellent research potential. While full research methods training will be provided, it is also essential that applicants are confident with quantitative research methods and techniques.

Application Process

To be considered for this PhD, please complete the Joint Studentship application form [available online here](#) and email this to Mr Dan Thomson at d.thomson1@aston.ac.uk. Shortlisted applicants will also be required to provide two references.

Application Deadline: 5th March, 2021

Midlands Graduate School ESRC DTP

Our ESRC studentships cover fees at the home rate, a maintenance stipend, and extensive support for research training, as well as research activity support grants. Support is available to both home and international applicants. For further details, visit: www.mgsdtp.ac.uk/studentships/eligibility/.

Informal enquiries about the research, the studentship or the Work & Organisation Department at Aston Business School prior to application can be directed to either Dr Jakob Stollberger: j.stollberger1@aston.ac.uk or Dr Jonathan Crawshaw: j.r.crawshaw2@aston.ac.uk at Aston University or Prof Tina Kiefer: Tina.Kiefer@wbs.ac.uk at University of Warwick (WBS).