

## Europass Curriculum Vitae

### Personal information

First name(s) / Surname(s) **Rebecka Arman**  
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 Nationalities Swedish/United States of America (dual citizen)  
 Date of birth 30 May 1976

### Work experience

<i>Dates</i>	<i>Sept 2010-current</i>
Occupation or position held	Lecturer / associate professor
Main activities and responsibilities	Research projects: <ul style="list-style-type: none"> <li>- 2022-2024 Sustainable worklife in welfare organizations – Mentoring, project leader</li> <li>- 2018-2019 Perspective laboratories in health care, led by Dr. Hans Lindgren</li> <li>- 2015-2017 AgeCap – Capabilities in the aging workforce, led by prof. Ewa Wikström</li> <li>- 2010-2014 Commercialization and Innovations in Life Sciences led by prof. Alexander Styhre</li> <li>- 2010-2014 Restructuring competence led by prof. Ola Bergström</li> </ul> Teaching and management positions: <ul style="list-style-type: none"> <li>- 2021- ongoing: Deputy Program Director, Bachelor program in Business and Economics</li> <li>- 2014-2016 Deputy Program Coordinator for Master of Science in Management</li> <li>- 2012 Head of Education: 50 % of full time, 8 months</li> </ul>
Name and address of employer	School of Business, Economics and Law, Göteborg University, Box 610, 403 05 Gothenburg, Sweden
<i>Dates</i>	<i>Sept. 2007- Sept. 2010</i>
Occupation or position held	PhD. candidate position
Main activities and responsibilities	Research in the project “Managerial work in health care” and participant of the PhD. program
Name and address of employer	School of Business, Economics and Law, Göteborg University, Box 610, 403 05 Gothenburg, Sweden
<i>Dates</i>	<i>2003 - 2007</i>
Occupation or position held	Research assistant
Main activities and responsibilities	Evaluation researcher and project leader
Name and address of employer	Gothenburg regional association of local authorities, Research and Development department (“FoU i Väst”)
Type of business or sector	R&D department at a government body: an association of 13 municipalities

<i>Dates</i>	1999 - 2003
Occupation or position held	Staff Nurse
Business sector and employers	Hospital care at: Vidarkliniken (Järna), Homerton Hospital (London) and at Sahlgrenska University Hospital (Göteborg)
<b>Education and training</b>	
<i>Dates</i>	Sept 2005- Sept 2010
Title of qualification awarded	PhD. (2010) & Ph. Licentiat (2007). Supervisors: Ewa Wikström and Östen Ohlsson
Principal subjects/occupational skills covered	Managerial work, organizing health care. Qualitative research within Organization, Management & Leadership Studies
Name and type of organisation providing education and training	School of Business, Economics and Law, Göteborg University, Box 610, 403 05 Gothenburg, Sweden
<i>Dates</i>	2000 - 2003
Title of qualification awarded	1 year master ("magister") of Business Administration
Principal subjects/occupational skills covered	Organizational Theory and Finance
Name and type of organisation providing education and training	School of Business, Economics and Law, Göteborg University, Box 610, 403 05 Gothenburg, Sweden
<i>Dates</i>	1996 - 1999
Title of qualification awarded	Bachelor of Science in Nursing, registered nurse
Principal subjects/occupational skills covered	Nursing
Name and type of organisation providing education and training	Red Cross College of Nursing, Stockholm, Sweden
<b>Research grants and international visits</b>	<ul style="list-style-type: none"> <li>• AFA försäkring: Project leader 3 year research project "Ett hållbart arbetsliv inom välfärden – mentorprogram för nya och äldre medarbetare" (started Jan 2022): 2 584 000 SEK</li> <li>• FORTE (Dnr 2015-01006): Co-granted 3 year research project on "Organizational Capability for delayed retirement", led by Ewa Wikström (started Jan. 2016). 3 300 000 SEK</li> <li>• Three week research-collaboration visit to India (jan 2015), Richard Malmsten Foundation and the GU Donation Foundations. 83 000 SEK</li> <li>• The Swedish Retail and Wholesale Development Council (HUR): Co-granted 2 year research project on restructuring expertise in the retail sector, led by Ola Bergström (starting Oct. 2012). 1 797 646 SEK</li> <li>• The Swedish Research Council (Dnr 2012-775): Co-granted 3 year research project on Institutionalization of Life Science Innovation, led by Alexander Styhre (starting Jan. 2013). 2 400 000 SEK</li> <li>• Tom Hedelius Stiftelse, travel-grant (H2008-0296:1): Associated Visiting Scholar at Scancor, Stanford, CA, USA. Aug-Dec, 2009. Also a shorter visit to the Dept of Communication at Boulder University, CO, USA. 143.000 SEK.</li> </ul>
<b>Personal skills and competences</b>	
Fluent	Swedish and English

**Additional information**  
Annexes

Current research and teaching, Selected publications

## Current research areas

Since 2010 I have worked primarily with research on HR and restructuring practices several industries. The latest research projekt, which started 2022 is about mentoring programs in public sector jobs that are difficult to recruit new employees to. The development of work practices are the focus of my research. Between 2016-2019 I was part of a research project concerned with Age Management and delaying retirement, together with colleagues from Department of Sociology and Work Science. We analyzed age related HR and management narratives in public and private work organizations. I have also conducted research on ideologies, institutions and professional identities in the case of In Vitro Fertilization (IVF) clinics. This is an example of the relationship between developments in Life Science and the institutionalization of clinical practices. The focus of my dissertation was managerial work among first- and second-line managers in health care. Their time use, work fragmentation and processes of power in the negotiations of time use were explored and analysed.

## Current areas of teaching

Management and Leadership at the undergraduate and graduate level; lectures on Restructuring, Age Management, Research methods and Mindfulness.

## List of selected publications

### Journal articles

- Arman, R., Kadefors, R., & Wikström, E. (2021). 'We don't talk about age': a study of human resources retirement narratives. *Ageing & Society*, 16 March.
- Kadefors, R., Wikström, E., & Arman, R. (2020). The capability of organizations to manage delayed retirement. *Journal of Organizational Effectiveness: People and Performance*.
- Arman, R., Gillberg, N., & Norbäck, M. (2019). Alone at work: Isolation, competition and co-dependency in flexibilised retail. *Economic and Industrial Democracy*, 0143831X19861669.
- Arman, R. & Styhre, R. (2018). Inspecting life: Professional vision in assisted reproduction technology. *Cognition, Technology and Work*, 21(3), 383-396. DOI:10.1007/s10111-018-0519-6
- Bergström, O. & Arman, R. (2016) Increasing commitment after downsizing: the role of involvement and voluntary redundancies. *Journal of Change Management* [published online], <http://dx.doi.org/10.1080/14697017.2016.1252784>.
- Styhre, A. & Arman, R. (2016) The sacred and the profane in life science work: The case of assisted reproduction laboratories. *Culture and Organization*. [published online] <http://dx.doi.org/10.1080/14759551.2016.1180520>
- Styhre, A., & Arman, R. (2015). The mutual constitution of legal environments and practices: a case of assisted reproductive technology. *Qualitative Research in Organizations and Management: An International Journal*, 10(2), pp. 153 – 174.
- Arman, R., Liff, R. & Wikström. (2014). The hierarchization of competing logics in psychiatric care in Sweden. *Scandinavian Journal of Management*, <http://dx.doi.org/10.1016/j.scaman.2014.01.001>
- Arman, R. (2014). Death metaphors and factory closure, *Culture and Organization*, 20 (1) pp. 23-29. DOI:10.1080/14759551.2013.851679.
- Wikström, E., Arman, R., & Dellve, L. (2013). Vad gör chefer med sin tid och hur kan tid och engagemang hanteras på ett mer hållbart sätt?. *Socialmedicinsk tidskrift*, 90(6), 830-837.
- Arman, R., Wikström, E. & Dellve, L. (2012). Managerial communication practices – Health care managers everyday structuration. *Scandinavian Journal of Public Administration, special issue*. 16 (2) pp. 143-163.
- Tengelin, E., Arman, R., Wikström, E. & Dellve, L. (2011). Regulating time commitments in healthcare organizations: Managers' boundary approaches at work and in life, *Journal of Health Organization and Management*, 25 (5), pp. 578 – 599.

Arman, R., Dellve, L., Wikström, E. & Törnström, L. (2009). What Health Care Managers Do: Applying Mintzberg's structured observation method. *Journal of Nursing Management*, 17 (6), pp. 718-729.

## Books

Styhre, A., & Arman, R. (2016). *Institutionalizing Assisted Reproductive Technologies: The Role of Science, Professionalism, and Regulatory Control*. Routledge.

Styhre, A. & Arman, R. (2013). *Reproductive Medicine and the Life Sciences in the Contemporary Economy - A Sociomaterial Practice Perspective*. Farnham, U.K.: Gower/Ashgate Publishing.

Arman, R. (2010). Fragmentation and power in managerial work in health care. A study of first and second line-managers. Göteborg: Bokförlaget BAS. [Dissertation] ISBN/ISSN: 978-91-7246-299-1

## Book-chapters

Wikström, E. & Arman, R. (2013). Verksamhetsutveckling och chefsarbete, i (Eds.) Eriksson, N., Holgers, K-M., & Müllern, T., *Att utveckla vården - Erfarenheter av kvalitet, verksamhetsutveckling, och förbättringsarbete*. p. 79-94. Lund: Studentlitteratur.

Arman, R. & Ohlsson, Ö. (2013). Det motvilliga ledarskapet. In Rombach, B. & Ohlsson, Ö. (Eds.) *Det extrema ledarskapet*. Lund: Studentlitteratur.

Arman, R. Vie, O. E. & Åsvoll, H. (2012). Refining shadowing methods for studying managerial work. In Tengblad (Ed.), *The work of managers*. Oxford, U.K.: Oxford University Press.

Arman, R. Wikström, E., Tengelin, E. & Dellve, L. (2012). Work activities and stress among managers in health care. In Tengblad (Ed.), *The work of managers*. Oxford, U.K.: Oxford University Press.

Wikström, E., Dellve, L., Arman, R. & Tengelin, E. (2011). Chefers tidsanvändning och stress i sjukvården [report]. Göteborg: Västra Götalandsregionen & University of Gothenburg.

Arman, R. & Lindahl, L. (2008). Bostadsanpassning – betydelsen av en möjliggörande miljö i hemmet. In Paulsson, J. & Ringsby Jansson, B. (Eds.), *Boende och sociala sammanhang - för människor med funktionshinder*. Lund: Studentlitteratur.

## Conference papers

Arman, R., Gillberg, N. & Norbäck, M. (2016). Disorderly conduct: Temporal disordering as oppressive institutional work in Swedish retail. Paper for EGOS, 2016 in Naples, track no 36: "The dark and bright sides of power, institutions and organizing".

Arman, R. & Bergström, O. (2014). Time to close: unintended consequences of early announcement of factory closure. *Paper presented at EGOS Colloquium in Rotterdam*, Sub-theme 58: Reshaping Firms: Downsizing, Reorganizing, Intervening.

Arman, R. & Bergström, O. (2013). Restructuring and lay-off practices in the retail sector in Sweden, Paper presented at *22nd Nordic Academy of Management Conference*, Reykjavik, August 21-23 2013.

Arman, R., Liff, R. & Wikström, E. (2013). The hierarchization of competing logics in psychiatric care in Sweden. *Paper presented at EGOS Colloquium in Montreal*, Sub-theme 44: Advancing the Institutional Logics Perspective.

Arman, R. (2007). ÄldreLotsen ("Pilot for the elderly"). *Listening - EUSW conference in Göteborg on the 25-26-27th of April 2007*.

## Reports

Arman, R. (2019). "Vi är ingen ö" – vardagen i kommunal hälso- och sjukvård ur ett medarbetarperspektiv. FoU i Väst, Göteborgsregionens kommunalförbund.

Arman, R. & Bergström, O. (2014). Omställningskompetens i detaljhandeln – företagens perspektiv. FE-rapport 421, Företagsekonomiska Institutionen, Göteborgs universitet.

Wikström, E., Dellve, L., Arman, R. & Tengelin, E. (2011). *Chefers tidsanvändning och stress i sjukvården*. Göteborg: Västra Götalandsregionen & University of Gothenburg.

Arman, R. & Bergström, O. (2010). Anticipative restructuring. Voluntary dismissal at a Swedish biopharmaceutical company. Göteborg: IRENE+FT.