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## Short presentation

I am post-doctoral researcher at the SkillsINCORP project. My research focuses on understanding the incorporation of high skilled migrant workers in organizations. More broadly, I am interested in two questions: a) the structural barriers faced by skilled migrants in organizations, and b) the construction of inclusive narratives in organizations for managing an ethnically diverse workforce.

Prior to joining the SkillsINCORP project, I was guest researcher at the Department of organization at Copenhagen Business School.

Research interests:

Skilled migrants and migration, organization theory, diversity and inclusion, critical management studies, postcolonialism, qualitative and ethnographic methods.

Educational qualifications:

PhD in Management and Organization (Stockholm School of Economics)

MPhil in Public Policy Research (Central European University)

MA in Political Science (Pompeu Fabra university)

BA in Sociology (Carlos III University, Madrid)

## Qualifications

Organization Studies, PhD, Stockholm School of Economics  
21 Sep 2017 → 2023

Public Policy , Master in Philosophy (MPhil), Central European University

Political Science, Master in Arts, Pompeu Fabra University

Sociology, Bachelor degree, University Carlos III Madrid

## Employment

### Postdoc

Department of Sociology

København K

1 Mar 2023 → nu

### Research Assistant

Department of Sociology

København K

1 Mar 2023 → 28 Feb 2023

## Research outputs

**The terms of inclusion: How migrant professionals negotiate inclusion in organizations**

Morillas Garcia, Miguel Fernando, May 2023, Stockholm. 204 p.

**Ideology, doxa and critical reflexive learning: The possibilities and limits of thinking that 'diversity is good'**

Morillas Garcia, Miguel Fernando & Romani, L., 1 Mar 2022, In: Management Learning. 54, 4, p. 511–530

**Struggling for recognition: Highly-skilled migrants' cultural capital in the inclusive organization**

Morillas Garcia, Miguel Fernando & Romani, L., 1 Aug 2019, In: *Academy of Management Proceedings*.

**Unequal integration: Skilled migrants' conditional inclusion along the lines of Swedishness, class and ethnicity**

Hunger, E., Morillas Garcia, Miguel Fernando, Romani, L. & Mohsen, M., 2019, *Cases in Critical Cross-Cultural Management*. Mahadevan, J., Primecz, H. & Romani, L. (eds.). New York: Routledge, p. 150-162 13 p.