

CURRICULUM VITAE

Hytti, Ulla Marianne

1. Basic information

Surname: Hytti
Given names: Ulla Marianne
Orcid: 0000-0003-1129-4473

Date: 21st September 2022

2. Date and place of birth, nationality, current residence

Date of birth: 25.8.1970, Kouvola, Finland
Nationality: Finnish
Address (home): Lehmustie 15, 20720 Turku
Address (work): Rehtorinpellonkatu 3, 20014 Turun
yliopisto
Telephone: +358 40 540 9112



3. Education and degrees awarded

- **D.Sc. (Econ.&Bus.Adm.),** Turku School of Economics and Business Administration **2003**
Department of Management (management and organization studies)
Title of the dissertation: 'Stories of Entrepreneurs – Narrative Construction of Identities', Eximia cum laude approbatur
- **M.Sc. (Econ.&Bus.Adm.),** Turku School of Economics and Business Administration **1996**
Department of Management (management and organization studies)
Title of the thesis 'Management buy-outs from the perspective of the buyer' (in Finnish), Cum laude approbatur
- **Adjunct Professor,** Entrepreneurship, particularly research on entrepreneurs, Turku School of Economics, University of Turku **2007**

4. Other education and training, qualifications and skills

Qualifications

- Competent for the position of the (full) **Professor in Entrepreneurship**, University of Turku, Statement from the Recruitment Committee 21.8.2019, shortlisted 1st for the position, appointed from 1st October 2019
- Competent for the position of the **Professor (fixed term) in Business Competences and Entrepreneurship** (in Finnish: Liiketoimintaosaaminen ja yrittäjyys), University of Turku, Pori campus, Reviewers' statements 27.10.2011, appointed between 1st March 2012 and 31st August 2016
- Competent for the position of the (full) **Professor in Organisations and Management**, in particular innovation cultures and diversity (In Finnish: Innovaatiokulttuurit ja moninaisuus), University of Eastern Finland, Kuopio campus, Reviewers' statement 16.8.2011

Training:

Management training programme at the University of Turku, 4.3.-5.11.2019

5. Linguistic skills

- Mother tongue: Finnish
- Other languages: English (proficient user C2: writing, speaking, understanding), Swedish (proficient user C1: writing, speaking, understanding) French (proficient user C1: understanding, independent user B1: speaking and writing), Italian/German/Spanish/Norwegian (basic user A1/A2: writing, speaking, understanding)

6. Current position

Professor of Entrepreneurship, Turku School of Economics, University of Turku
Head of Entrepreneurship Unit and Subject

1.10.2019->
1.9.2018-

I am currently responsible for Entrepreneurship subject area at the department of Management and Entrepreneurship bearing the responsibility for research, teaching, financing and HR. Besides being responsible for the entrepreneurship studies, I am also responsible for initiating and developing new research activities and raising external funds for research

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projects within the strategic focus area of entrepreneurship at Turku School of Economics in collaboration with local, national and international partners.

- A Team Leader of **High-Skilled Internationals (HIWE)**: bottom-up insights into policy innovation for work and entrepreneurship in Finland (2022-2024), a research project financed by Business Finland's Innovation Research programme (PI associate prof. Tero Montonen (University of Eastern Finland). A total project budget 500 KEUR of which the budget at the University of Turku 200 KEUR.
 - The project contributes to new knowledge how international high-skilled experts perceive Finnish working life and the possibilities of entrepreneurship. The project maps the ecosystem of support for international experts and analyzes current policy measures to identify gaps between the needs of experts and policy measures. The project contributes to a new type of governance model for policy development.
- A Team Leader of **Transforming Entrepreneurship Education (TrEE)** (2022-2024), a project financed by an Erasmus+ Cooperation Partnership grant. The co-ordinator is Associate Prof Karen Verduijn (VU Amsterdam), other collaborators are Professor Karin Berglund from Stockholm Business School at Stockholm University, Professor Sarah Dodd from the University of Strathclyde, Professor Sarah Jack from Stockholm School of Economics and Serxia Lage Arias from the Instituto de Educación Secundaria Fernando Wirtz Suárez. A total project budget 400 KEUR of which the budget at the University of Turku approx 52 KEUR
 - The project aims to change EE's direction and practice in Europe by creating the resilience that is needed to deal with the major crises of our times, and the growing complexities of the societal challenges that come with them, both ecologically as well as socially. Concretely the project aims at elaborating new pedagogical approaches; developing & validating relevant course designs, materials, and teaching interventions and at organizing training activities (educate-the-educator).

7. Previous work experience

Vising Professor (Professor II, 20%), Nord University, Norway **1.5.2019-30.4.2020**

- This position involved among others mentoring of four early- and mid-career researchers at Nord University.

Research Director, Turku School of Economics, University of Turku **1.9.2016-30.9.2019 (100%)**
1.3.2012-31.12.2014 (20%)
1.5.2009-28.2.2012 (100%)

Responsibility for initiating and developing new research activities and raising external funds for research projects within the strategic focus area of entrepreneurship at Turku School of Economics in collaboration with local, national and international partners.

Professor (fixed term), Pori Unit, Turku School of Economics, University of Turku **1.3.2012-31.8.2016 (80-90%)**

- Responsibility for undergraduate studies in entrepreneurship at the Unit as part of the Pori University Centre (University of Tampere, Tampere University of Technology, Aalto University and University of Turku)
- Responsibility for initiating, conducting and supervising research projects on entrepreneurship as well as organizing the Unit's other entrepreneurship activities focusing promotion of entrepreneurship & engaging with the businesses in the region
- Responsibility for a research group on entrepreneurship (3 doctoral students/project researchers involved in research projects funded by external funding)

Senior Researcher, Turku School of Economics, University of Turku **1.1.2015-31.08.2016 (10%)**

- Initiating, co-ordinating and conducting research projects in entrepreneurship

Professor (fixed term), Pori Unit, Turku School of Economics, University of Turku **1.8.2010-31.7.2011**

- Responsibility for undergraduate studies in entrepreneurship at the Unit as part of the Pori University Centre (University of Tampere, Tampere University of Technology, Aalto University and University of Turku)
- Responsibility for supervising research and development projects on entrepreneurship (including the TULI programme, and a study on Experience ("Elämys")-training programme for female entrepreneurs)

Director (temporary appointment), Pori Unit, Turku School of Economics, University of Turku, **4.3.2011-31.7.2011**

Responsibility for managing temporarily the Pori Unit of the Turku School of Economics at the University of Turku. The unit had approx. 55 members of staff including teaching faculty and project staff. There were approximately 110 students enrolled in the unit each year. The annual budget was approx. 3,5 MEUR.

Other previous positions at the Turku School of Economics

Research Manager, TSE Entre (formerly SBI), Turku School of Economics 1.6.1999-30.4.2009

Acting Director, Turku School of Economics, Small Business Institute (SBI) 1.12.2005-30.9.2006

Acting Director, Turku School of Economics, SBI 1.3.2004-31.7.2004

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Post-Doctoral Researcher (Academy of Finland), Turku School of Economics, SBI	1.9.2003-28.2.2004
Researcher (Academy of Finland), Turku School of Economics, SBI	1.9.2001-30.8.2002
	1-31.1.2003
Researcher, acting Head of Unit, Turku School of Economics, SBI	1.10.1998-31.5.1999
Researcher, acting Head of Research, Turku School of Economics, SBI	1.3.1998-30.9.1998
Researcher, Turku School of Economics, SBI	1.5.1996-31.5.1999
Research Assistant, Turku School of Economics, SBI	8.1.1996-30.4.1996

8. Research funding as well as leadership and supervision

Major research funding (grants and appropriations)

- A Work-Package Leader (WP4) in **Developing Inclusive and Sustainable Creative Economy (DISCE)** (2019-2021), a research project financed by European Commission's Horizon2020 –programme (PI prof. Jarna Heinonen, Dept. of Management and Entrepreneurship). Total project budget (consortium of 6 partners) 3 MEUR of which the budget at the University of Turku 1 MEUR.
 - This multidisciplinary, international research project aimed at analysing and developing the role of creative industries in economy and in the well-being of individuals. In WP4 where I was the WP leader the focus was on understanding and developing new business models for creative business and earnings logics for creative workers. DISCE project is set to improve and enhance the growth, inclusivity and sustainability of the cultural and creative industries (CCIs) in the EU. Goals of DISCE were: to support the development patterns of CCIs within the EU through research on new business models and inclusive growth; and to re-shape understanding of what 'inclusive and sustainable growth' consists of in this context, shifting the CCIs (and CCIs policy) towards strategic goals of 'cultural development' that encompass both GDP and human flourishing. From the policy perspective DISCE aimed to unlock the potential of the CCIs in Europe at regional, national and European level.
- A Project Leader in **Academic entrepreneurship as a social process: Change, diversity and sustainability (ACE)** (2016-2020), a research project jointly with the University of Eastern Finland (prof. Päivi Eriksson & prof. Hannu Rätty). Total project budget 1,077 MEUR of which the budget at the University of Turku 342.855 EUR (Academy of Finland funding 70% = 239 976 euros).
 - This multidisciplinary project focuses on the study of change, diversity and sustainability of academic entrepreneurship (AE). The scientific objective is to develop a novel theoretical approach that conceptualizes AE as a social process. The project will provide new knowledge of how Finnish universities practice AE and the problems and prospects for the future.
- A Project Leader of **"Municipality as a Network Agent: Strategic management during change"** (MUKI) (2017-2018), a research project linked to development projects of 3 Finnish municipalities. The total research project budget is approx. 190.000 EUR (Tekes funding 60%, 113.000 EUR).
 - This project focuses on the changes in the Finnish municipalities, and their need to identify new ways to organize their services by strengthening their networks with each other and with businesses and third-sector organisations.
- A Project Leader of **Learning Camp - Change Management by the Means of ThinkTank Interaction (THINK TANK)** (2015-2016), a research project involving University of Turku (Pori Unit of the Turku School of Economics) and Satakunta University of Applied Sciences. Total project budget 300.000 EUR (Tekes funding 60%), of which the budget at the University of Turku: 150.000 EUR (Tekes funding 60%). The team consists of 1 Post-doc and 3 project researchers/PhD Students.
 - The research project is conducted in close co-operation with five firms and business developers, and involves three "learning camps" organized for the firms and facilitated by the business developers. The goal of the project is first to help the firms to learn and develop their businesses and second to research peer learning and co-creation of knowledge within this community of businesses, higher education and business development agency.
- A Project Leader in **Stratos (Strategic Knowledge Development in SMEs)** jointly with Rovaniemi Educational Institution (Rovaniemen koulutuskuntayhtymä) (2016-2017) (ESF funding). Total project budget 478.000 EUR (ESF funding 75%) of which the budget at the University of Turku: 239.000 EUR. The team consist of 1 Post-doc and 1 project researcher/PhD Student.
 - The project aims at developing a model for strategic knowledge development tailored for SMEs. SMEs by definition lack resources and rarely employ HR specialists. Still knowledge and knowledge development are increasingly more important also for SMEs.
- A project leader of **All In – developing entrepreneurship studies as a regional co-operation** between higher and secondary education institutions in Satakunta (2015-2018) (ESF funding). Total project budget 700.000 EUR

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(together with 5 partners), (ESF funding 75%) of which the budget at the University of Turku: 90.000 EUR. The team consist of 1 project researcher/PhD student.

- The project aims at developing entrepreneurship studies across and in collaboration between local university partner, universities of applied sciences and secondary educational institutions by co-creating new practices e.g. for student entrepreneurship mentoring.
- A Project Leader of the Consortium and of the sub-project in the University of Turku: **AGILE Co-creation Practices for Business Development** –project, Tekes, Liideri Programme, 2014-2015), a research project involving 5 Finnish universities, main responsibility for developing the project proposal and co-ordination (supported by the project leaders in other participating universities). The team in the University of Turku consists of 3 Project Researchers (2 in Pori and 1 in Turku). Total project budget 900.000 EUR (Tekes funding 60%), of which the budget at the University of Turku: 330.000 EUR (Tekes funding 60%).
 - The project aimed at generating new knowledge of co-creation practices of business development that take place in the interaction between service providers and their customers. The project included a total of 5 research teams and each team co-operated closely with the businesses linked to each sub-project. As a research group, the team met regularly to discuss and develop the findings together. As well as academic outcomes the practical outcome of the project is a tool for co-creation (www.agilemobile.fi, available only in Finnish).
- A Project Leader of “**SHINE-Service Network Integrator**” –project (2012-2014) in the Pori Unit financed by Tekes (a joint project with VTT), The team in the University of Turku consisted of 2 Project Researchers. Total project budget 560.000 EUR (Tekes funding 60%), of which the budget at the University of Turku: 160.000 EUR (Tekes funding 60%). The team consisted of 2 project researchers/PhD Students.
 - The project investigated networked value creation, and the roles of the integrator in this.
- A Project Leader of “**Hygtech 2**” (innovative new business development of hygiene technology solutions) – project (2013-2014) in the Pori Unit financed by Tekes (a joint project with Satakunta University of Applied Sciences and Tampere University of Technology”) The team in the University of Turku consisted of 2 Project Researchers. Total project budget 400.000 EUR (Tekes ERDF funding 90%), of which the budget at the University of Turku: 100.000 EUR.
 - The project aimed at creating a new business concept that combines products, services and solutions linked to hygiene solutions.
- A Project Leader in the University of Turku of “**Työelämän innovaatioiden johtaminen ja mittaaminen**” (**Managing and Measuring Workplace Innovations**) –project (2012-2013) financed by Tekes, the project was part of a larger consortium involving 6 Finnish universities and led by Prof. Päivi Eriksson, University of Eastern Finland. Main responsibility for developing the sub-proposal and managing the project in the University of Turku and contributing to the joint research plan. The team in Turku consisted of 1 Project researcher. Total project budget 900.000 EUR (Tekes funding 60%), of which the budget at the University of Turku: 165.000 EUR (Tekes funding 60%).
 - The project aimed at analyzing, understanding and developing innovation activity at small businesses.
- A Project Leader of “**Maaseudun kasvuyritykset yhteiskunnan voimavarana**” (“**Rural growth firms as a societal resource**”) funded by the Ministry of Agriculture and Forestry (2010-2011). Main responsibility for responsibility for developing the research plan and leading the project at the University of Turku. The project team consisted of one Post-Doc Researcher and one Project Researcher. Total budget for the project 95.000 EUR (Ministry funding 90%).
 - The project identified growth firms – including farms – in the rural contexts, and contributed to new understanding of their growth paths and potential obstacles.
- A Project Leader (jointly with Prof. Heinonen) of “**Innovaatiojohtaminen terveyspalveluissa – käytänteet ja niiden kehittäminen**” (**Innovation management in healthcare services – practices and their development**) funded by Tekes (2010-2012); the project had 1 Post Doc Researcher and 2 Project Researchers. Contributed to writing of the application jointly with Prof. Heinonen. Total budget for the project 500.000 EUR (Tekes funding 60%, private foundation on municipalities 15%).
 - The project generated new understanding of innovation and intrapreneurship in health care organisations.
- A Senior Researcher in the “**Gender and growth in family firms: from 1750 until present**” –project (2011-2014) financed by Academy of Finland (led by prof. Jarna Heinonen, TSE Entre, University of Turku) together with the Department of Finnish history in the University of Turku. In addition, the the project has included three 3 doctoral students and two part-time Visiting Senior Researchers (from University of Nordland). Contributed to writing of the application jointly with Prof. Heinonen and to the international networks required for the proposal. Total project budget 500.000 EUR (Academy of Finland 70%).

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- This multi-disciplinary project contributed to understanding gender and growth in the context of family firms. By working jointly with the historians, it was possible to discuss the path dependencies and cultural historical processes together with the evidence from 21st century family businesses in Finland.
- A Post Doc Researcher in the “**Entrepreneurship, Work and Well-being in the Life-Course Perspective**” – project (2008-2012) financed by the WORK research programme in the Academy of Finland (led by prof. Jarna Heinonen) Contributed to writing of the application jointly with Prof. Heinonen. Total project budget 340.000 EUR (Academy of Finland 70%).
 - The project contributed to understanding the transitions between salaried work and entrepreneurship and adopted a career perspective in entrepreneurship.
- A principal researcher in a two-year international research project (**MaPeEr: SME participation in R&D programmes and innovation activity**) launched on 1st of November 2009 for the FP7 “Research for the Benefit of SMEs” programme of the European Commission. Responsible for contributing to the research plan on behalf of the University of Turku, and leading the project. The project consisted of altogether 15 partners with a total budget of 1,87 MEUR of which the budget at the University of Turku 90.000 EUR.
 - The project investigated SMEs’ barriers into participating in R&D projects and innovation, and suggested solutions for the EU to overcome them.
- Several personal grants from various sources, in particular during the PhD studies. Most recent personal grant from Liikesivistysrahasto (Foundation for Economic Education): 6000 EUR for the research visit in the University of Nordland during Spring 2014.

Supervision of doctoral studies (graduated and ongoing)

Graduated:

1. M.Sc. Taina Järvi, University of Lapland (education), Topic: Entrepreneurship education in vocational education, Second (external) supervisor since Spring 2010, Defence taken place in 12.1.2013.
2. M.Sc. Inna Kozlinska, University of Tartu/University of Turku (entrepreneurship): Thesis: Evaluation of outcomes of entrepreneurship education revisited: Evidence from Estonia and Latvia, Second supervisor in University of Tartu since Autumn 2013 and Main Supervisor in University of Turku, Since Jan 2014 – Defence taken place on 22nd December 2016.
3. M.Sc. Kirsi Peura, University of Turku, Turku School of Economics (entrepreneurship), Thesis: Exploring agency in entrepreneurship development: A Narrative Approach, Main supervisor since 2014 – Defence taken place on 17th February 2017.
4. M.Sc. Riikka Franzén, University of Turku, Turku School of Economics (entrepreneurship), Thesis: The Construction of Entrepreneurial Opportunities - Focus on Women Entrepreneurs, Supervisor jointly with Jarna Heinonen since 2017, Defense taken place on 29th October 2021
5. M.Sc. Kaisu Paasio, University of Turku, Turku School of Economics (entrepreneurship): Topic: Making sense of the entrepreneurial university – A social constructionist view, Main supervisor since Autumn 2017 (jointly with Prof. Dylan Jones-Evans, University of South Wales), Defence taken place on 22nd June 2022.
6. M.Sc. Mariia Syväri, University of Turku, Turku School of Economics (marketing): Topic: Marketing of green innovations and corporate entrepreneurship, Second supervisor since Autumn 2016 (jointly with Prof. Jaana Tähtinen), Defence taken place on 14th October 2022
7. D.Sc. Valerie Goby, University of Turku, Turku School of Economics (entrepreneurship): Topic: Professional women in UAE Second supervisor since January 2020 (2nd supervisor together with Anne Kovalainen), defence taken place on 2nd December 2022

On-going:

1. M.Sc. Tanja Lepistö, University of Turku, Turku School of Economics (marketing), Topic: Understanding direct interactions in value co-creation: A practice-based study of business development in inter-organizational relationships, since June 2014 (2nd supervisor together with Elina Jaakkola & Arja Lemmetyinen)
2. M.A. Pia Salo, University of Turku, Faculty of Humanities, Topic: Construction of vocational and entrepreneurial identity of self-employed translators, 2nd supervisor since November 2017 (jointly with University Lecturer Leena Salmi)
3. M.Sc. Anna Elkina: University of Turku, Turku School of Economics (entrepreneurship): Topic: Unfolding Identity Work during an Entrepreneurial Journey: Autoethnographic study, Supervisor since January 2018, (together with Prof. Jarna Heinonen)
4. M.Sc. Lenita Nieminen, University of Turku, Turku School of Economics (entrepreneurship): Topic: Entrepreneurial teaching and learning, Supervisor since January 2019 (together with Arja Lemmetyinen)
5. M.Sc. Regina Castelejn-Osorno, University of Turku, Turku School of Economics (entrepreneurship): Mompreneurs with special needs children, since August 2021 (together with Seppo Poutanen)
6. M.Sc. Maisa Kantanen, University of Turku, Turku School of Economics (entrepreneurship): Entrepreneurship education, since January 2023 (together with Sanna Ilonen)

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7. Dr Hongmei Sziegat – University of Turku, Turku School of Economics (entrepreneurship): Entrepreneurship education, since August 2023 (together with Kati Suomi)
8. M.Sc. Nasim Aryannejad - University of Turku, Turku School of Economics (entrepreneurship): Migrant women entrepreneurs, since August 2023 (together with Pekka Stenholm)

9. Merits in teaching and pedagogical competence

Pedagogical training and competence

- Basics in planning and executing e-learning courses (Verkkokurssin suunnittelu ja toteutuksen perusteet), e-learning course organised by the University of Turku, Spring 2011 (3 credits)

Involvement in curriculum planning and the implementation of courses

I'm the head of entrepreneurship subject and responsible for entrepreneurship studies at the International Management and Entrepreneurship B.Sc. and M.Sc. programmes (since Autumn 2018). During 2012-2016 I was responsible for undergraduate curriculum in entrepreneurship (minor, 25 credits) at the Pori Unit as part of the Pori University Consortium (a joint venture of the University of Tampere, Tampere University of Technology, Aalto University and University of Turku, further details from www.ucpori.fi). From 2016 onwards I take part in the curriculum planning and development as part of the team in Turku and from September main responsibility as the head of subject area.

I am currently the responsible teacher in the following courses:

- Principal Lecturer, YR2 **New Venture Creation** (6cr), (taught in English 16 hours), Since Spring 2017 (Turku) (B.Sc. level)
- Principal Lecturer YRS7 **Decision Making Logics and Uncertainty** (jointly with Pekka Stenholm) Spring 2019 (M.Sc. level)
- Principal Lecturer, **Qualitative research in entrepreneurship** (4 cr), post-graduate course taught in the University of Turku 2010, 2012, 2014 and 2016 and in the JJ Strossmeyer University in Osijek in 2012, 2017 and 2018, 2021, 2022 (Post-graduate level)
- Principal Lecturer, **Qualitative Data Analysis** (4 cr), post-graduate course taught in the University of Turku 2021, 2023
- Contributing lecturer, **Qualitative Methods** (3cr), post-graduate course taught in the University of Turku

Previously I have taught the following courses:

- Principal Lecturer, **Entrepreneurship: Practice and theory** (5 cr), (taught in English, 12 hours), Spring 2011, Autumn 2012, 2013, 2014, 2015, Spring 2018 (Pori unit)
- Principal Lecturer, **Identification and evaluation of business opportunities (6cr)**, (taught in English, PYR11 24 hours), Spring 2011, Spring 2012, Autumn 2012-2016 (Pori unit)
- Principal Lecturer, **Entrepreneurship in the creative sectors** 3cr (taught in Finnish: Kulttuuriyrittäjyys), e-course, (Pori Unit) Spring 2012-2016
- Principal Lecturer, **Social Entrepreneurship** 5cr (taught in English, 5 cr) (Pori Unit), Spring 2015-2017
- Principal Lecturer, **Introduction to Entrepreneurship**, (taught in Finnish: Johdatus yrittäjyyteen, PYRY1), 16 hours, Spring 2011-2012, Autumn 2012-2016 (Pori Unit) (module organized jointly with YRY in Turku)
- Co-ordinator/Guest Lecturer, **Basics in Business and Entrepreneurship** (In Finnish, Yritystoiminnan perusteet. YRY), Autumn 2000-2001, Autumn 2003-Autumn 2005, Spring 2006-Spring 2012, Autumn 2012-2016
- Principal Lecturer in **Managing a Small Business** (in Finnish, Pienyrityksen johtaminen (YR5 / JO12), 14 hours, Autumn 2002-2005, Autumn 2006 (jointly with Kaisu Paasio)
- Principal Lecturer in **Different Approaches to Entrepreneurship** (in English), YR2, 14 hours, Spring 2005-2007, Autumn 2007-2009
- Principal Lecturer, **Start your own business (YE)** –programme (in Finnish, YR7a, NY Oma yritys), 10 credits, 2007-2008, 2008-2009, 2009-2010, 2010-2011
- Principal Lecturer, **Entrepreneurship and Business Activities** (in Finnish, Yrittäjyys ja yritystoiminta, TS5), 14 hours Spring 2005 and Guest Lecturer, 6 hours, Spring 2003 and 4 hours Spring 2004
- Principal Lecturer, **Entrepreneurship in the social and healthcare sectors** –programme (in Finnish, PYR12, Hyvinvointiyrittäjyys), 4 credits, Autumn 2010, Autumn 2011 (Pori Unit)

Other teaching experience:

- Programme facilitator (together with Prof. Jarna Heinonen and Dr. Pekka Stenholm) at the **“Entrepreneurship for Research Professionals”** in the University of Turku Graduate School (Course held in 2013, 2014, 2017)

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- Main organizer for **Business Idea Development 24 Boot Camp** (24 h) 20-21.9.2012 Yrittäjyyden bootcamp, 20.9.2012, <https://www.youtube.com/watch?v=GO83Cnl4z7A> [in Finnish], and 19-20.9.2013 jointly with Satakunta University of Applied Sciences in Pori
- Programme facilitator (together with Prof. Jarna Heinonen) at the Entrepreneurship Awareness Training programme for the Post-Doc Researchers at the Joint Research Centre of the European Commission, 2008, 2009 and 2011
- Several lectures and supervision of student project reports in the Continued Education Programmes at the Turku School of Economics and some lectures at other Finnish Universities and Polytechnics (such as University of Helsinki, Helsinki University of Technology, Åbo Akademi, Turku Polytechnics and Laurea Polytechnics) and for other audiences (teachers, policymakers, entrepreneurs), 1997 ->
 - Main subjects: Academic Entrepreneurship, Entrepreneurship, Stories of Entrepreneurs, Narrative Studies, Enterprise Education, Entrepreneurship Policy, SMEs in the Economy, Growth and Competitiveness of SMEs

Supervision of theses

- Supervision of JOKO thesis (eMBA programme organized by the Turku School of Economics) (2005, 2011, 2012)
- Supervision of eMBA thesis (eMBA programme organized by the Turku School of Economics) (2012)
- Supervision of Thesis in executive company in-house programmes (OP Pohjola, Hollming) (2012-2013)
- Supervisor of the B.Sc. Thesis Group, Management and Organisation, Spring 2005
- 2nd Supervisor of M.Sc. Thesis Group, Management and Organisation, Spring – Autumn 2003 (together with prof. Kovalainen)
- Supervisor of M.Sc. Thesis 2020-2021 (Jussi Virtanen: Pääomasijoitusrahasto satakuntalaisten yritysten ja sijoittajien kumppanina [Venture fund in support of businesses and investors in Satakunta]; Jaakko Turto: Ulkoinen shokki innovoinnin lähteenä [External shock as a source of innovations])
- Supervisor of M.Sc. Thesis 2022 (Joanna Purosto, Laura Salo, Varpu Anderson)

Development of teaching methods

- Expert in an educational television programme series on Entrepreneurship, 2004
- Radio Lectures and the Preparation of Distance Learning Teaching Material for the Secondary School Programme in Entrepreneurship, 1998-1999
- Writing of handbooks and/or cases (See publications)

10. Awards, prizes and honours

- *Kerttu Saalasti Award* 2022 for contributions to promoting micro-entrepreneurship and entrepreneurial culture, especially in the field of entrepreneurship education regionally, nationally and internationally. Kerttu Saalasti Institute, University of Oulu.
- *European Entrepreneurship Education Laureate* 2019 for contributions to the improvement of entrepreneurship education in academia in Europe. <https://entrepreneur.lu.se/en/news/ulla-hytti-praised-for-her-contributions>
- The International Small Business Journal's Best paper award "Challenging the Conventional Wisdom in Entrepreneurship" at RENT XXXII in Toledo, Spain, 14-16 November 2018 for the paper "It's all about family! Male technology entrepreneurship constructing their identities between family and business".
- Award for excellence in research - publishing, research funding and contributions to the Turku School of Economics, Dean of Turku School of Economics, 2018
- Selected as an Outstanding Reviewer of 2016 for Education + Training, Literati Awards.
- "Researcher of the Year", University Consortium Pori, 2014
- Article: Gender and Innovation: State of the Art and a Research Agenda published in International Journal of Gender and Entrepreneurship selected as a Highly Commended Paper of 2013.
- Selected as an Outstanding Reviewer of 2013 for Journal of Gender and Entrepreneurship.
- Article: The role of creativity in opportunity search and business idea creation published in Education + Training selected as a Highly Commended Paper of 2012.
- Article: Perceived learning outcomes in entrepreneurship education – the impact of student motivation and team behavior published in Education + Training selected as a Highly Commended Paper of 2011.
- Article: What is 'Enterprise Education'? An Analysis of the Objectives and Methods of Enterprise Education Programmes in Four European Countries published in Education + Training selected as an Outstanding paper for 2005.
- In 2005, Doctor Primus in the Conferment of Degrees, Turku School of Economics

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11. Other academic merits

Service as a pre-examiner or as an opponent of a doctoral dissertation, as a member in dissertation committees

1. M.Sc. Markku Hänninen, Nuorten aikuisten sisällöntuottajayrittäjyys [Finnish], Content creation entrepreneurship of young adults, University of Eastern Finland, Opponent of the doctoral thesis, 13th October 2023.
2. M.Sc. Inge Birkbank Larsen, Cultivating an Entrepreneurial Mindset through Entrepreneurship Education, Aarhus University Business School, opponent of a doctoral defense on 4th October 2023 (jointly with Claus Thrane (Chair) and Breda Kenny)
3. M.Sc. Inge Birkbank Larsen, Cultivating an Entrepreneurial Mindset through Entrepreneurship Education, Aarhus University Business School, a statement on 4th September 2023 (jointly with Claus Thrane (Chair) and Breda Kenny)
4. M.Sc. Markku Hänninen, Nuorten aikuisten sisällöntuottajayrittäjyys [Finnish], Content creation entrepreneurship of young adults, University of Eastern Finland, pre-examination statement 10th June 2023
5. M.Sc. Juha Ruuska, Yhteisöllisen yrittäjyyden oppimiskulttuuri – muotoiluethnografinen tutkimus [in Finnish], Culture of Communal Entrepreneurship - Design-Ethnographic Research, University of Jyväskylä, Opponent of the doctoral thesis, 6.5.2023
6. M.Sc. Joseph Tixier "Educating the future entrepreneurs of Madagaskar: from a Western institutions to hybrid practices", Emlyon, France, A member of the Doctoral Committee, Defense 23rd February 2023
7. M.Sc. Joseph Tixier "Educating the future entrepreneurs of Madagaskar: from a Western institutions to hybrid practices", Emlyon, France, Pre-defense statement 8th February 2023
8. M.Sc. Bernadetta Ginting-Szczesny "The Situated Meaning of Entrepreneurial Engagement", Aalto University School of Business, Pre-examination statement 6th February 2023
9. M.Sc. Juha Ruuska, Yhteisöllisen yrittäjyyden oppimiskulttuuri. Muotoiluethnografinen tutkimus (in Finnish), Learning culture in team entrepreneurship. A design ethnographic study. University of Jyväskylä, Pre-examination statement 16th December 2022.
10. M.Sc. Varpu Sankelo, Yli 50-vuotiaiden ensiyrittäjien identifioituminen ja kerrotut identiteetit toimijuuden rakentamina prosesseina" (in Finnish) Over 50s first-time entrepreneurs' self-identification and narrated identities as agency-constructed processes, University of Vaasa, Opponent of the doctoral thesis, 25.2.2022
11. M.Sc. Varpu Sankelo, "Yli 50-vuotiaiden ensiyrittäjien identifioituminen ja kerrotut identiteetit toimijuuden rakentamina prosesseina" (in Finnish) [Over 50s first-time entrepreneurs' self-identification and narrated identities as agency-constructed processes], University of Vaasa, Pre-examination Statement 23.8.2021
12. M.Sc. Satu Korhonen, "The Journey's of Becoming and Being an International Entrepreneur. A Narrative Inquiry of the "I" in International Entrepreneurship", LUT University, Opponent of the doctoral thesis (jointly with Prof Nicole Coviello) 30.10.2020
13. M.Sc. Satu Korhonen, "The Journey's of Becoming and Being an International Entrepreneur. A Narrative Inquiry of the "I" in International Entrepreneurship", LUT University, Pre-examination Statement 17.8.2020
14. M.Sc. Dag Håkon Haneberg, "Student Entrepreneurs' Learning from Action and Interaction", Norwegian University of Science and Technology (NTNU), Trondheim, 2nd Opponent of the doctoral thesis (with Prof Mats Lundqvist), 24.1.2020
15. M.Sc. Kjersti Kjos Longva, "The impact of entrepreneurship education on students' career reflections", UiT Arctic University of Norway, Tromsø, 1st Opponent of the doctoral thesis with (with Dr Norris Krueger) 25.11.2019
16. M.Sc. Marta Lindvert, "Resource Acquisition and the Complexity of Social Capital. Perspective from Women Entrepreneurs in Tanzania and Pakistan". Mid-Sweden University, Östersund, Opponent of the doctoral thesis, 21.9.2018.
17. M.Sc. Carina Holmgren, "Formandet av den entreprenöriella läraren. Entreprenöriellt lärande som styrningsteknologi" [The shaping of the entrepreneurial teacher. Entrepreneurial learning as a governing technology] Linnaeus University, Växjö, Member of the Grading Committee, 14.9.2019
18. M.Sc. Gustav Hägg, "Experiential entrepreneurship education. Reflective thinking as a counterbalance to action for developing entrepreneurial knowledge". University of Lund, Opponent of the doctoral thesis, 22.12.2017.
19. M.Sc. Jaana Näsänen, "Supporting and contesting organizational change. A discursive study on contradictory visions of a change", University of Helsinki, Pre-examiner of the Doctoral thesis, Statement 18.10.2017.
20. M.Sc. Ida Lindh, "An Entrepreneurial Mindset: Self-Regulating Mechanisms for Goal Attainment", Luleå University of Technology, Sweden, Opponent of the Doctoral Thesis, 16.6.2017
21. M.Sc. Antero Stenlund, "Yrittäjyyden tuottaminen: Tavoitteena kyvykkyys, jota kilpailu edellyttää, osaaminen rakentaa ja itsenäisyys ilmentää" [Producing entrepreneurship: capabilities, knowledge and independence], University of Lapland, Pre-examiner of doctoral thesis, Statement 28.11.2016
22. M.Sc. Heidi Forsström-Tuominen: Collectiveness within startup teams – leading the way to initiating and managing collective pursuit of opportunities in organisational contexts", Lappeenranta University of Technology, Opponent of the Doctoral thesis, 12.12.2015.
23. M.Sc. Heidi Forsström-Tuominen: Collectiveness within startup teams – leading the way to initiating and managing collective pursuit of opportunities in organisational contexts", Lappeenranta University of Technology, Pre-examiner of the Doctoral thesis, Statement 23.11.2015.

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24. M.Sc. Johanna Kolhinen, Yliopiston yrittäjämäisyyden sosiaalinen rakentuminen. Case: Aalto-yliopisto ("Social construction of entrepreneurship at a University: case: Aalto University"), Lappeenranta University of Technology, Opponent of the Doctoral thesis, Statement 2.10.2015.
25. M.Sc. Johanna Kolhinen, Yliopiston yrittäjämäisyyden sosiaalinen rakentuminen. Case: Aalto-yliopisto ("Social construction of entrepreneurship at a University: case: Aalto University"), Lappeenranta University of Technology, Pre-examiner of the Doctoral thesis, Statement 17.6.2015.
26. M.Sc. Duncan Levinsohn, No Entrepreneur is an Island: An Exploration of Social Entrepreneurial Learning in Accelerators, Member of the Grading Committee, 5.6.2015
27. M.Sc. Katariina Peltonen, Opettajien yrittäjyyskasvatusvalmiuksien kehittyminen ja siihen vaikuttavat tekijät ("Development teachers' enterprise education capabilities and related factors"), Aalto University, Finland, pre-examiner of a doctoral thesis, Opponent of the Doctoral Thesis 5.12.2014, Statement 8.12.2014
28. M.Sc. Duncan Levinsohn, The entrepreneurs who came in from the cold: An exploration of entrepreneurship education in an accelerator programme for social entrepreneurs, Opponent in the Final Seminar 24.11.2014, Statement 3.11.2014
29. M.Sc. Katariina Peltonen, Opettajien yrittäjyyskasvatusvalmiuksien kehittyminen ja siihen vaikuttavat tekijät (Development teachers' enterprise education capabilities and related factors", Aalto University, Finland, Pre-examiner of a doctoral thesis, 26.8.2014
30. M.Sc. Matthias Filser, Strategic Issues in Entrepreneurship and Family Firm Research, Utrecht University School of Economics (USE), The Netherlands, Pre-examiner of a doctoral thesis, 4.7.2013
31. M.Sc. Tytti Solankallio-Vahteri: Valta perheyrittäjänäisten subjektiivisena kokemuksena (Power as a subjective experience of female family entrepreneurs), University of Jyväskylä, Pre-examiner for the Doctoral Thesis, Statement on 6.2.2013.
32. M.Sc. Tapio Kuokkanen, Topic: Hallituksen toiminta ja hallitustyöskentely: Tapaustutkimus kansainvälistyneestä perheyriityksestä (Board activity and board operations: A case study of an internationalised family firm), Opponent for the Doctoral Theses 12.11.2011, Statement 21.11.2011, University of Eastern Finland, Kuopio campus.
33. M.Sc. Outi Hägg, Topic: Ritual pedagogy in entrepreneurship training, University of Tampere, Hämeenlinna campus, Pre-examiner for the Doctoral Thesis, Statement on 26.4.2011.
34. M.Sc. Shane Hill, The Impact of Entrepreneurship Education – An Empirical Study of MBA Graduates in Ireland. External examiner of the PhD, the viva voce and statement 23.3.2010, University of Limerick, Ireland.
35. M.Sc. (Econ.&Bus.Adm.) Jenni Torikka, Franchiseyrittäjäksi ryhtyminen: Empiirinen seurantatutkimus Franchisingyrittäjävalmennuksen 1999-2001 suorittaneista. Licenciate thesis. Opponent and official examination (statement 19.9.2006). University of Jyväskylä.

Evaluation of academic/scientific or artistic competence (e.g. title of docent)

1. Professor in Organisation and Management, Åbo Akademi University, an expert statement of the qualifications of 5 candidates 15th August 2023.
2. Dr Mirela Xheneti, a statement for the promotion from Senior Lecturer to Professor in Small Business and Entrepreneurship, University of Sussex, statement 7th June 2023
3. Dr Magdalena Markowska a statement for the position of a Docent in entrepreneurship, Faculty of Social Sciences, Umeå University, statement 26th May 2023
4. A promotion from an Assistant Professor to An Associate Professor (Tenure track) of Dr Signe Hedeboe-Frederiksen, Aarhus University Business School, together with Karen Williams-Middleton (Chalmers University of Technology, statement 28th April 2023
5. A promotion from an Assistant Professor to an Associate Professor, an individual evaluation statement of Dr Craig Talmage, Hobart and William Smith Colleges, USA, statement 30th September 2022
6. A promotion from a University Lecturer to Assistant Professor, an individual evaluation statement of Dr Charlotte Norrman, Linköping University, statement 23rd August 2022
7. Full Professor in entrepreneurship, a joint evaluation of four candidates, University of Southern Denmark, Denmark (jointly with Prof Eleanor Shaw (Strathclyde University) and Prof Kai Hockerts (CBS)), statement 17th August 2022.
8. Open rank position in entrepreneurship (tenure track) at the Aalto University Business School, independent evaluation statement of three shortlisted candidates, statement 5.4.2022.
9. Dr Jarkko Pyysiäinen, a statement for the position of an Adjunct Professor (Docent) in sustainable entrepreneurship, Department of Economics and Management, Faculty of Agriculture and Forestry, University of Helsinki, statement 17.1.2022
10. Dr Elin Kubberød, an application for a promotion to a full Professor in entrepreneurship and innovation, School of Economics and Business (HH), Norwegian University of Life Sciences (NMBU), Norway, Statement 23.3.2021
11. Dr Tero Montonen, a statement for the position of an Adjunct Professor (Docent) in management studies, in particular innovations and entrepreneurship, at the Faculty of Social Sciences, University of Lapland, statement 30.10.2018
12. Dr Lenita Hietanen, a statement for the position of an Adjunct Professor (Docent) in entrepreneurship education in the Faculty of Education, University of Jyväskylä, statement 3.4.2018
13. Dr Elena Ruskovaara, a statement for the position of an Adjunct Professor (Docent) in entrepreneurship education in the Faculty of Education, University of Oulu, statement 7.1.2018

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14. Professor (wsr) in Entrepreneurship and Management, University of Southern Denmark, Denmark, (jointly with Prof. Anders Ryom Villadsen (Aarhus University) and Prof. Torben Eli Bager, Chair (University of Southern Denmark), 15 applicants, statement 20.12.2017
15. Dr Katharina Fellnhöfer, a statement for the position of an Adjunct professorship (Docent) in Entrepreneurship in the Lappeenranta University of Technology, 12.5.2017
16. Professor-of-Practice in Innovation management, in particular commercialisation of research, University of Eastern Finland, Faculty of Social Sciences and Economics Sciences, Statement 21.11.2014 (jointly with Prof Pasi Malinen), 1 applicant
17. Professor in Accounting of Finance and Sustainable Economy (including expertise in small businesses and entrepreneurship), Lappeenranta University of Technology, Statement 11.4.2014 (jointly with Prof. Mervi Niskanen, UEF), 5 applicants
18. D.Sc. Tuija Oikarinen, a statement for the position of an Adjunct Professor (Docent) in industrial management, in particular organizational learning, in the Lappeenranta University of Technology, 13.11.2013

Memberships and positions of trust in scientific and scholarly societies

- President in the **ECSB European Council for Small Business and Entrepreneurship**, 2021-2023; President-Elect in the **ECSB European Council for Small Business and Entrepreneurship**, 2019-2021
- Board Member in the **ECSB European Council for Small Business and Entrepreneurship**, 2013-2016, 2016-2019
- **Scientific Association for Entrepreneurship Education**, Member of the Board (2016-2017; 2018-2019), President 2014-2015, Vice President (2013; 2016-2017), Founding member 2009, Deputy Member of the Board (2009-2010, 2011-2013)

Membership in national or international expert groups, evaluation or steering committees, as well as other expert duties

- An external evaluator of a research funding proposal for Riksbankens jubileumsfond (Sweden), 1 application, 2022
- Jury Member for *the European Entrepreneurship Education Award*, since 2020
- An external evaluator of a grant application, *Social Sciences and Humanities Research Council of Canada* (1 application) 2021
- *International Panel Member* for reviewing *Proposals to the Strategic Alignment of Teaching and Learning Enhancement Funding in Higher Education* 2019, National Forum for the Enhancement of Teaching and Learning in Higher Education, Ireland (7 proposals)
- *External evaluator*, scientific assessment of a postdoctoral fellowship application submitted in the frame of the Research Foundation Flanders' (FWO), 1 application, February 2019
- *Review Panel member*, *Delta Awards, National Forum for the Enhancement of Teaching and Learning in Higher Education, Ireland*, 2018 (1 application) and 2021 (4 applications)
- *Member of the evaluation committee for the Foundation for Self-employed/Entrepreneurs* (Yksityisrittäjän Säätiö) from 2017 onwards (annually 30-40 applications)
- *External evaluator*, *Slovenian Research Agency*, 3 research grant pre-proposals in 2017 and 5 full proposals in 2018
- *OECD invited entrepreneurship education expert*, How entrepreneurial is your Higher Education Institution?" –self assessment tool, contribution to the section "Measuring impact" (2014)
- *OECD invited entrepreneurship education expert*, seminar promoting graduate entrepreneurship in higher education institutions in eastern Germany, Berlin, Germany, 10th June 2013
- *European Network for Social and Economic Research (ENSR)* conducting SME and entrepreneurship policy oriented research, Finnish contact person, 2004-2014
- *Member of the Steering Committee*, Business Incubator Creve, HUMAK, 2009-2013
- *Member of the Satakunta YES –team* (entrepreneurship education support), 2010->
- *Evaluator* for the Innovation Project Competition, Joint Research Centre, European Commission (17 projects in 2008)
- Gazelles Innovation Panel, 2nd Meeting, European Commission, *Member of the Expert Panel Group*, Valencia, Spain, 29 November 2006 and 4th Meeting, Athens, Greece, 6 November 2007
 - *National Enterprise Education Research Network*, Member of the scientific committee 2008-2009
 - *European Council for Small Business*, individual member, 2000->

Positions as editor-in-chief, editor, or member of editorial boards of scientific and scholarly journals and publication series

- **Associate Editor**, *Entrepreneurship and Regional Development* (ERD), from March 2021

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- **Research Editor**, *Entrepreneurship Education and Pedagogy* (EE&P), from January 2021
- **Associate Editor**, *Journal of Small Business Management* (JSBM), March 2013–October 2020
- **Editor**, *Yrittäjyyskasvatuksen aikakauskirja* (Periodical of Entrepreneurship Education), 2016-2021
- **Editorial Advisory Board Member**, *International Journal of Entrepreneurship and Innovation*, since May 2013
- **Editorial Advisory Board Member**, *International Journal of Entrepreneurial Behaviour and Research*, since January 2015
- **Editor** (jointly with Eddy Laveren, R. Blackburn, H. Landström) *RENT Anthology* published by Edward Elgar Publishing Limited in 2019.
- **Editor** (jointly with R. Blackburn, Eddy Laveren), *RENT Anthology* published by Edward Elgar Publishing Limited in 2018.
- **Editor** (jointly with R.Blackburn, S. Tegtmeier), *RENT Anthology* published by Edward Elgar Publishing Limited in 2018.
- **Editor** (jointly with G. Alsos, E. Ljunggren), *Research Handbook on Gender and Innovation* to be published by Edward Elgar Publishing Limited in 2016.
- **Editor** (jointly with R.Blackburn, D. Fletcher, F. Welter), *RENT Anthology* to be published by Edward Elgar Publishing Limited in 2016.
- **Editor** (jointly with R.Blackburn, F. Welter), *RENT Anthology* to be published by Edward Elgar Publishing Limited in 2015.
- **Guest Editor** (jointly with A. Lemmetyinen) *Journal of Enterprising Communities: People and Places in the Global Economy*, Special issue on Social entrepreneurship and entrepreneurial learning in the cultural context, 2015, Vol. 9, No. 1.
- **Guest Editor** (jointly with G. Alsos, E. Ljunggren), *International Journal of Gender and Entrepreneurship*, Special Issue on Gender and Innovation, 2013, Vol. 5, No. 3

Referee for scientific and scholarly journals

- **Ad hoc reviewer for several journals**, such as *Entrepreneurship Theory and Practice*, *Gender Work and Organization*, *International Journal of Entrepreneurship Education*, *International Journal of Qualitative Studies in Education*, *International Small Business Journal*, *Organizational Research Methods*, *Scandinavian Journal of Educational Research*, *Scandinavian Journal of Management*, *Technology Analysis & Strategic Management*, *Työelämän tutkimus*.
- **A reviewer for many Academic Books**, such as *The Dynamic between Entrepreneurship, Environment and Education*, Publisher Edward Elgar and *European Research in Entrepreneurship* series, published by Edward Elgar and **Academic Conferences**, such as *Academy of Management*, *Entrepreneurship Division / Research Methods Division* and/or *Critical Management Studies Division*, *ICSB International Council for Small Business*, and *RENT Research in Entrepreneurship and Small Business*, *Nordic Small Business Conference*.

Administrative responsibilities at higher education institutions or at research organisations, responsibilities in the higher education community

- **Member of the Research Council at the University of Turku**, 1.8.2023-31.12.2023
- **Member of the Steering Committee of the Doctoral Programme at the Turku School of Economics (ToJo)**, University of Turku, from 1.8.2017-31.12.2019; 1.1.2020-31.12.2024
- **Member of the planning committee for Education within UTUGS (University of Turku Graduate School)** University of Turku, from 1.8.2017-31.12.2019, 1.1.2020-31.12.2024
- **Member of the Committee for Research and Doctoral Studies (TuJa)**, Turku School of Economics, University of Turku, from 1.8.2017-31.12.2019
- **Member of the Career Model Working Group**, University of Turku, 1.4.-31.12.2021
- **Chair of the Steering Group for International Management and Entrepreneurship Programme** (substitute 1.10.-31.12.2019), **Member of the Steering Group for International Management and Entrepreneurship Programme** 1.1.2020-31.12.2024
- **Chair of the HR development group at the Turku School of Economics**, University of Turku, 1.1.2016-31.7.2017
- **Member of the Management Group**, Pori Unit, Turku School of Economics, University of Turku, 2012-2016
- **Member of the Research Strategy Planning Group for the new University of Turku** (preparing for the merger between University of Turku and Turku School of Economics), 18.2.2009- 31.7.2009
- **Co-ordinator for the Expert Group in Research**, preparing for the merger between University of Turku and Turku School of Economics, 1.9.2007-31.12.2008.

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- **Co-ordinator for the Turku Institute for Advanced Studies**, acting as the (first) Co-ordinator for the TIAS and assisting the board to establish the activities including call for applications, review and selection of first researchers in the TIAS, 1.8.2008-30.10.2010.
- **Member of the Advisory Committee on Entrepreneurship**, Turku University for Applied Sciences, 2009-2012

Member in academic recruitment committees

- A member of a preparation committee for an appointment of an Assistant/Associate professor (Tenure Track) in marketing at Turku School of Economics, 29 applications, (with Prof Juuso Töyli (chair) and Prof Satu Teerikangas), a committee responsible for pre-screening the candidates and organising the peer evaluation process of the candidates, interviewing the candidates (3) and developing a recommendation for the Faculty (2023)
- A member of a preparation committee for an appointment of a professor (fixed-term position in international business) at Åbo Akademi with Prof Annette Hallin (chair), Prof Magnus Hellström and Prof Bengt Kristensson Uggla (2023) – a committee responsible for organising the peer evaluation and recommendation for the Faculty
- A member of a reparation committee for Tenure track evaluation and appointment for Matti Mäntymäki (information systems science, Turku School of Economics) from assistant to associate professor (2020) and from Associate to Full Professor (2023) (with Prof Juuso Töyli (chair) and Prof Aino Halinen-Kaila), committee responsible for organising the peer evaluation and recommendation for the Faculty

Organising and co-ordinating of academic conferences and seminars

- *Academy of Management*, PDW Workshop titled "Gendering Context, Gendering Entrepreneurship: Developing a Research Agenda" with Caroline Essers, Banu Ozkazanc-Pan, Maura McAdam, Sibel Ozasir Kacar & Ulla Hytti, 5 August 2022
- 21th *Nordic Conference on Small Business Research*, Member of the Organising Committee, Kolding, Denmark, May 18-20, 2022
- 35th *RENT Research in Entrepreneurship and Small Business*, Conference Chair and Chair of the local organizing committee, Turku, Finland, November 17-19, 2021
- *Academy of Management*, PDW Workshop titled "An Identity Approach to Gender and Immigrant Entrepreneurship: A research agenda" with Gry Alsos, Caroline Essers and Ulla Hytti – contributions from Sibel Ocacir, Sophie Alkhaled, Sanaa Talha and Anna Elkina, August 2019
- 20th *Nordic Conference on Small Business Research*, Member of the Organising Committee, Luleå, Sweden, May 23-25, 2018
- 19th *Nordic Conference on Small Business Research*, Member of the Organising Committee, Riga, Latvia, May 18-20, 2016
- *National Entrepreneurship Educators' Meeting (Yrittäjyyskasvuspäivät)*, Conference Chair, 24-25.9.2015, Pori, Finland
- 18th *Nordic Conference on Small Business Research*, Member of the Organising Committee, Bodo, Norway, May 14-16, 2014
- 2nd *ECSB Entrepreneurship Education (3E) Conference*, Conference Chair (together with Professor Heinonen), Turku, Finland, April 10-11, 2014
- *Cultural Entrepreneurship Conference*, Pori, Turku School of Economics, University of Turku, 10-11 December 2012, member of the organizing committee.
- 7th *Biennial International Interdisciplinary Conference Gender, Work and Organization*, Keele University, 27-29th June 2012, Stream leader for "Gender perspectives on Innovation and Growth" (jointly with Gry Alsos from University of Nordland, Elisabet Ljunggren from Nordlands Research Institute and Malin Tillmar from Linköping University)
- *Professional Development Workshop (PDW)*, *Academy of Management*, Boston, USA, 3rd August 2012, Workshop for "Gender perspectives on Innovation and Growth" (jointly with Gry Alsos from University of Nordland and Elisabet Ljunggren from Nordlands Research Institute)
- 17th *Nordic Conference on Small Business Research*, Member of the Organising Committee, Helsinki, Finland, May 23-25, 2012
- *Nordic Academy of Management, Track Chair* (Unconventional Views on Entrepreneurship – A Return To Practice?) jointly with Malin Brännback, Alf Rehn, Marcus Lindahl and Gry Agnete Alsos, August 22-24, 2011, Stockholm, Sweden.
- *Qualitative methods in Entrepreneurship research* (in English), KATAJA The Finnish Doctoral Programme in Business Studies, Course leader (jointly with Simon Down Newcastle University Business School), August 2010
- *National Entrepreneurship Educators' Meeting (Yrittäjyyskasvuspäivät)*, Conference Chair (jointly with Prof Jarna Heinonen, Turku School of Economics and Prof. Jaana Seikkula-Leino, University of Lappeenranta/Lappeenranta University of Technology), 30.9.-1.10.2010, Turku, Finland

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- *6th Biennial International Interdisciplinary Conference Gender, Work and Organization*, Keele University, 21-23rd June 2010, Stream leader for "Entrepreneurship, Innovation and Growth: Gender perspectives" (jointly with Gry Alsos and Elisabet Ljunggren from Nordlands Research Institute and Malin Tillmar from Linköping University)
- *16th Nordic Conference on Small Business Research*, Member of the Organising Committee, Kolding, Denmark, May 19-20, 2010
- *9th European Academy of Management Conference*, Euram 2009, Co-organiser for a Track "A Renaissance and Renewal of Work, Entrepreneurship & Entrepreneurial Careers" (jointly with Prof Heinonen, Turku School of Economics and Prof. Robert Blackburn, University of Kingston), May 11-14, 2009
- *15th Nordic Conference on Small Business Research*, Member of the Organising Committee, Tallinn, Estonia, May 21-23, 2008
- *ICSB 2007, International Council for Small Business World Conference*, Conference Manager, Chairperson and Co-ordinator of the Local Organising Committee, Turku, Finland, 13-15.6.2007.
- *Efmd 34th EISB – Entrepreneurship, Innovation and Small Business Conference*, Co-ordinator of the Local Organising Committee, Turku, Finland, 8-10.9.2004.
- *RENT Research in Entrepreneurship and Small Business Conference XV*, Co-ordinator of the Local Organising Committee, Turku, Finland, 22-23.11.2001.
- *Rapid Growth and Competitiveness through Technology*, an SME Forum during the Finnish EU Presidency, Member of the Organising Committee, Helsinki, Finland, 16-17.9.1999.
- *Qualitative Research Methods* (in Finnish), KATAJA The Finnish Doctoral Programme in Business Studies, Course Co-ordinator, Helsinki, Finland, 6-8.11.2003, and Kaarina, Finland, 4-6.6.2003 and Kaarina, Finland, 22-24.5.2002.
- *Qualitative Research Methods and Analysis Techniques* (in Finnish), KATAJA The Finnish Doctoral Programme in Business Studies, Course Co-ordinator, Helsinki, Finland, 29-31.1.2004 and Tampere, Finland, 13-15.2.2003.

Invited keynote lectures abroad

16th Annual Scientific Baltic Business Management Conference 1-3 June, 2023

- "Transforming Entrepreneurship Education in the times of multiple crises" 2nd June 2023 (virtual presentation)

Norsi conference in Stockholm, Sweden on 26th January 2023

- Invited keynote – Transforming entrepreneurship education and EE research

Open workshop hosted by SSE Riga in Riga, Latvia on 27th January 2023

- Invited presentation - Transforming entrepreneurship education and EE research

European Summer School on Entrepreneurship, Naples, Italy, 9th September 2019

- Invited Keynote: Critical perspectives in entrepreneurship education practice and research

European Entrepreneurship Education Workshop, Lund, Sweden, 29th March 2019

- Invited Keynote: Why more entrepreneurship education is not necessarily better (in English) as the European Entrepreneurship Education Laureate 2019

Seminar on Entrepreneurial Universities, Amsterdam, the Netherlands, 29.5.2017

- Invited presentation (in English)

Seminar on "From Unemployment to Entrepreneurship – the Right Choice?", Tallinn, Estonia, 4.2.2010

- Invited presentation (in English)

Virtual presentation, Videoconference for the for the Diogenes LdV Innovation Transfer project final seminar 11.11.2009

- Invited presentation (in English): *Transfer of Good practice from Entrededu/Entlearn*

Virtual presentations (Skype and videoconferencing) for the Diogenes LdV Innovation Transfer project teams and interest groups, May 2008 (Slovenia, Poland, Spain and Italy)

- Invited presentation: *ENTREDU/ENTLEARN, innovative practice model on effective methods and training for future entrepreneurs* (in English)

Seminar on Entrepreneurship and Education, San Sebastian, Spain, 27-28 July 2006

- Invited presentation: European examples and experiences in promoting entrepreneurship education (in English)
- Invited presentation: Promoting entrepreneurial culture: Lessons from the Finnish experience (in English)

Pre-conference Policy Forum, Melbourne, Australia, 16 June 2006

- Invited presentation: Promoting entrepreneurial and innovation culture (in English)

Nordic Conference on Small Business Research, Stockholm, Sweden, 11-13 May 2006

- Invited Keynote Speaker on the topic of "*Entrepreneurship in the Current Organisational and Societal Context*" (in English)

European Commission, Thematic Monitoring, Meeting of Promoters, Brussels, 24 Jan 2003

- Invited presentation on the topic of "*Entrededu.com and the development of a New European Enterprise Culture*"
A session chaired by Sergio Conti, Deputy Head of Unit B1, European Commission.

12. Scientific and societal impact of research

- I have over 25 years of **experience from policy, practice-oriented and academic research projects** that are conducted in continuous and active engagement with firms and other stakeholders, including European Commission

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and DGs, OECD, Ministries and regional authorities and decision-makers. These projects have been initiated through co-design practices with the firms and/or other stakeholders, and continuous feedback from them is sought and applied in the projects. Consequently I have good understanding of needs of policy-makers, firms and other stakeholders when working together in research projects. The projects have involved various interviews, surveys, workshops, seminars, Delphi surveys, observation of naturally occurring situations and other forms of interaction – e.g. drama pedagogy - to involve the beneficiaries, users or other participants into the research projects, and to co-producing the research.

- I am academically active and have published actively. Over the past 20 years I have contributed to developing and **strengthening entrepreneurship research** and the team at the Turku School of Economics. My publications are targeted both to academic and professional communities. I also write columns in newspapers and write blogs. I am also professionally active in Twitter (tweets about entrepreneurship, entrepreneurial university and changes in working life in Finnish/English). (See: full list of publications)
- Since 2016 I have been actively developing and contributing to the **Entrepreneurial University strategy and Action Plan** at the University of Turku, for example, through my research project Academic Entrepreneurship as a Social Process that investigates UTU and other universities and develops research based learning. In concrete terms I'm a facilitator in training programmes offered at the UTU, such as "Entrepreneurship for Research Professionals" and in entrepreneurship education seminars and training sessions.
- During the years 2010-2011 and 2012-2016 I was appointed as a fixed term professor in the Pori campus of the Turku School of Economics. The position was donated by local businesses and business associations in Pori region with the expectation of **both solid academic base and active societal and business engagement**. The position was located within the Pori Unit operating in the University Consortium Pori (www.ucpori.fi) – a university centre housing units/departments of four Finnish Universities and co-operating closely together. In this role I was in continuous and active engagement with businesses, regional business associations (Federation of Finnish Enterprises in Satakunta, Satakunta Chamber of Commerce), business development organisations (such as Prizztech) and other higher education institutions and educational institutions in Satakunta (other university departments in University Consortium Pori (Tampere University of Technology, University of Tampere, Aalto University), Satakunta University of Applied Sciences, vocational institutions) as well as in various permanent and adhoc networks promoting entrepreneurship and business development (e.g. Young Enterprise in Satakunta). During these years I actively developed and initiated **new interaction models for university-business co-operation**, for example, the *Growing your business* –network to create awareness on opportunities for growth and internationalization for businesses and consultants, *UCPori Club* to organise events where business people and faculty members can meet, discuss themes or business problems together, or to engage in peer learning and developing their businesses "*BuzzBusiness*".

13. Positions of trust in society and other societal merits

- Medal, First Class of the Order of the White Rose of Finland (SVR M 1), 2007
- Member of the SEFE (the Finnish Association of Graduates in Economics and Business Administration) Ad Hoc – supervisory group of research, 2002-2005
- Invited Participant at the 'Tulevaisuuden tekijät – Suomi 2015' ('Facts for Future – Finland 2015') -course organized by Sitra, March – September 2003, published in 'Parasta ennen 01012015', ('Best before 01012015'), Sitra, 2003. <http://parastaennen2015.sitra.fi/pdf/Parastaennen.pdf>
- Vice President of the "Turun Seudun Ekonomit" (professional association) Board 1.1. – 31.12.2001
- Secretary of the "Turun Seudun Ekonomit" (professional association) Board 15.8.1997 – 31.12.2000
- Member of the "Turun Seudun Ekonomit" (professional association) Board 1.3.1997- 31.12.2001

14. Other merits

Foreign visits

- 1.3.-31.5.2014, Visiting Research Fellow, Bodø Graduate School of Business, University of Nordland & Nordlands Research Institute, Bodø, Norway;
- 23-27.3.2009, Visiting Research Fellow, Nordland Research Institute, Bodø, Norway

CURRICULUM VITAE

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PUBLICATIONS

A Peer-reviewed scientific articles in scientific journals

Articles in international refereed scientific journals

1. Hytti, Ulla – Karhunen, Päivi – Radu-Lefebvre, Miruna (2024) Entrepreneurial Masculinity. A Fatherhood Perspective, *Entrepreneurship Theory and Practice*, Vol. 48, No. 1, 246-273. <https://doi.org/10.1177/10422587231155863>
2. Pukkinen, Tommi – Hytti, Ulla – Heinonen, Jarna – Stenholm, Pekka (2023) Curricular and Extracurricular Entrepreneurial Activities Supporting Entrepreneurial Self-Efficacy and Desirability of Rural Youth, *Entrepreneurship Education & Pedagogy*, <https://doi.org/10.1177/25151274231190806>
3. Peura, Kirsi – Hytti, Ulla (2023) Identity work of academic teachers in an entrepreneurship training camp: a sensemaking approach. *Education + Training*, 65(4), 248-564.
4. Dodd, Sarah - Lage-Arias, Serxia – Berglund, Karin – Jack, Sarah – Hytti, Ulla – Verduijn, Karen (2022) Transforming Enterprise Education. Sustainable Pedagogies of Hope and Social Justice. *Entrepreneurship and Regional Development*, 34(7-8), 686-700
5. Radu-Lefebvre, Miruna – Lefebvre, Vincent – Crosina, Eliana - Hytti, Ulla (2021) Entrepreneurial Identity: A Review and Research Agenda, *Entrepreneurship Theory and Practice*, 45(6), 1550–1590.
6. Berglund, Karin – Hytti, Ulla – Verduijn, Karen (2021), Navigating the Terrain of Entrepreneurship Education in Neoliberal Societies, *Entrepreneurship Education and Pedagogy*, Vol. 4(4) 702–717, [10.1177/2515127420935444](https://doi.org/10.1177/2515127420935444)
7. Lepistö, Tanja – Hytti, Ulla (2021) "Developing an executive learning community: Focus on collective creation" *Academy of Management Learning and Education*, 20(4), 514–538, <https://doi.org/10.5465/amle.2018.0338>
8. Siivonen, Päivi - Hytti, Ulla - Kasanen, Kati - Peura, Kirsi - Komulainen, Katri (2020) "The Making of Collective Entrepreneurial Identity in Student Entrepreneurship Societies" *International Journal of Entrepreneurial Behavior & Research*, 26(3), 521-538. <https://doi.org/10.1108/IJEBR-09-2018-0615>
9. Rätty, Hannu – Hytti, Ulla – Kasanen, Kati – Komulainen, Katri - Siivonen, Päivi – Kozlinska, Inna, "Perceived employability and ability self among Finnish university students", *European Journal of Psychology of Education*, 35(4), 975-993.
10. Rätty, Hannu – Kozlinska, Inna – Kasanen, Kati – Siivonen, Päivi Komulainen, Katri– Hytti, Ulla (2019) Being stable and getting along with others: Perceived ability expectations and employability among Finnish university students, *Social Psychology of Education*, Vol. 22, No 4, pp 757–773, DOI: 10.1007/s11218-019-09510-9
11. Rätty, Hannu – Komulainen, Katri - Hytti, Ulla – Kasanen, Kati – Siivonen, Päivi – Kozlinska, Inna (2019) University students' perceptions of their abilities relate to their entrepreneurial intent, *Journal of Applied Research in Higher Education*, Vol. 11 No. 4, pp. 897-909. <https://doi.org/10.1108/JARHE-07-2018-0119>
12. Karhunen, Päivi – Olimpieva, Irina – Hytti, Ulla (2017) Identity work of science-based entrepreneurs in Finland and in Russia, *Entrepreneurship and Regional Development*, 29 (5-6), 544-566.DOI 10.1080/08985626.2017.1313318
13. Hytti, Ulla – Alsos, Gry – Heinonen, Jarna – Ljunggren, Elisabet (2017) Navigating the family business: A gendered analysis of daughters' identity construction. *International Small Business Journal*, 35(6), 665-686.DOI: 10.1177/0266242616675924
14. Nieminen, Lenita – Hytti, Ulla (2016) Commitment to an entrepreneurship training programme for self-employed entrepreneurs, and learning from participation, *Education + Training*, Vol. 58, No. 7/8
15. Alsos, Gry – Høyvarde Clausen, Tommy – Hytti, Ulla – Solvoll, Sølvi (2016) Entrepreneurs' Social Identity and the Preference of Causal and Effectual Behaviours in Start-Up Processes, *Entrepreneurship and Regional Development*, Vol. 28, No. 3-4, pp. 234-258 DOI:10.1080/08985626.2016.1155742
16. Heinonen, Jarna – Hytti, Ulla (2016) Entrepreneurship Mission and Content in Finnish Enterprise Policy, *Journal of Small Business and Enterprise Development*, Vol. 23, No. 1, pp. 149-162
17. Hytti, Ulla – Kuoppakangas, Päivikki – Suomi, Kati – Chapleo, Chris – Giovanardi, Massimo (2015) Challenges in delivering brand promise – focusing on municipal healthcare organisations, *International Journal of Public Sector Management*, Vol. 28, No. 3, pp. 254 – 272.
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19. Stenholm, Pekka – Hytti, Ulla (2014) In search of legitimacy under institutional pressures: A case study of producer and entrepreneur farmer identities, *Journal of Rural Studies*, Vol. 35, July 2014, pp. 133-142. [10.1016/j.jrurstud.2014.05.001](https://doi.org/10.1016/j.jrurstud.2014.05.001)
20. Suomi, Kati - Kuoppakangas, Päivikki - Hytti, Ulla - Kangaslahti, Jukka - Hampden-Turner, Charles (2014) Focusing on dilemmas challenging reputation management in higher education, *International Journal of Educational Management*, Vol. 28, No.4, pp. 461-478.
21. Alsos, Gry Agnete - Ljunggren, Elisabet - Hytti, Ulla (2013) Gender and Innovation: State of the Art and a Research Agenda, *International Journal of Gender and Entrepreneurship*, Vol. 5, No. 3, pp. 236-256. Highly Commended Award Winner at the Literati Network Awards for Excellence 2014.
22. Hytti, Ulla - Heinonen, Jarna (2013) Heroic and Humane Entrepreneurs: Identity Work in Entrepreneurship Education, *Education + Training*, Vol. 55, No. 8/9, pp. 886-898.

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23. Hytti, Ulla & Nieminen, Lenita (2013) Enacted experiences: Analysing Drama in Entrepreneurship Training, *International Journal of Entrepreneurship and Innovation*, Vol. 14, No. 2, pp. 117-128.
24. Hytti, Ulla, Kautonen, Teemu & Akola, Elisa (2013) Determinants of job satisfaction for salaried and self-employed professionals, *International Journal of Human Resource Management*, Vol. 24, No. 10, 2034-2053.
25. Kautonen, Teemu, Hytti, Ulla, Bögenhold, Dieter & Heinonen, Jarna (2012), Job satisfaction and retirement age intentions in Finland: Self-employed versus salary earners, *International Journal of Manpower*, Vol. 33, No. 4, pp. 424 - 440.
26. Alsos, Gry Agnete, Hytti, Ulla & Ljunggren, Elisabet, (2011) Stakeholder Theory Approach to Technology incubators, *International Journal of Entrepreneurial Behaviour and Research*, Vol. 17, No. 6, 607-625.
27. Heinonen, Jarna, Hytti, Ulla & Stenholm, Pekka, (2011) The role of creativity in opportunity search and business idea creation, *Education + Training*, Vol. 53, No. 8/9, pp. 659 – 672. (Highly Commended Award Winner at the Literati Network Awards for Excellence 2012.)
28. Hytti, Ulla – Stenholm, Pekka – Peura, Kirsi (2011) Transfers of business planning and bounded emotionality: a follow-up case study. *International Journal of Entrepreneurial Behavior & Research*, Vol. 17, No. 5, 561-580.
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31. Hytti, Ulla – Stenholm, Pekka – Heinonen, Jarna – Seikkula-Leino, Jaana (2010) Perceived learning outcomes in entrepreneurship education – the impact of student motivation and team behaviour. *Education + Training*, Vol. 52, No. 8/9, pp. 587-606. (Highly Commended Award Winner at the Literati Network Awards for Excellence 2011 and included in the Emerald Reading List Assist; Emerald's peer-reviewed reading list service.)
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33. Hytti, Ulla – Mäki, Katja (2007) Which firms benefit most from the incubators? *Int. J. Entrepreneurship and Innovation Management*, Vol. 7, No. 6, 506–523.
34. Hytti, Ulla (2005) New Meanings for Entrepreneurs: From risk-taking heroes to safe-seeking professionals. *Journal of Organizational Change Management*, Special Issue: Change in the Feminine: Women in Change, Vol 18, No 6, p. 594-611.
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1. Hytti, Ulla (2019) Yrittäjyyden edistämisen kiperät ja kriittiset kysymykset yliopistoissa, *Aikuiskasvatus*, Vol. 39, No 2, 138-143. Open access: <https://journal.fi/aikuiskasvatus/article/view/82985/42135>
2. Puusa, Anu – Mönkkönen, Kaarina – Hytti, Ulla (2014) Narratiivisuus organisaatiotarinan rakentamisessa, *Hallinnon tutkimus*, Vol. 33, No. 2, 112-120.
3. Kyrö, Paula – Hytti, Ulla (2014) Heuristic meta-analysis on the contribution of the Finnish entrepreneurship education dissertations, *Yrittäjyyskasvatuksen aikakauskirja 1/2013*, pp. 4-20.
4. Heinonen, Jarna - Hytti, Ulla (2008) Enterprising individuals from an entrepreneurial university: entrepreneurship programmes in non-business and business schools. *Liiketaloustieteellinen Aikakauskirja (The Finnish Journal of Business Economics)*, 3/2008, 325-340, Special Issue on entrepreneurship education.

B Articles in international refereed scientific edited volumes and in international refereed scientific conference proceedings

1. Hytti, U. (2022) Why a critical perspective is positive for entrepreneurship education? *Review of Entrepreneurship* 2022/4 (Vol. 21), p. 20-22.
2. Hytti, U. (2022) Pourquoi un regard critique pourrait-il bénéficier à l'enseignement de l'entrepreneuriat ? *Revue de l'Entrepreneuriat* 2022/4 (Vol. 21), p. 20-22
3. Radu-Lefebvre, M. & Hytti, U. (2022) Editorial. The Joys and Pitfalls of Writing Interesting Research, *Entrepreneurship & Regional Development*, <https://doi.org/10.1080/08985626.2022.2033852>
4. Winkler, C., Liguori, E., Van Gelderen, M., Noyes, E., Pittz, T., Liñán, F., Hytti, U., ... & McGuire, S. J. (2021). Editorial. Publishing in Entrepreneurship Education and Pedagogy. *Entrepreneurship Education and Pedagogy*, 25151274211071021.
5. Crosina, E., Radu-Lefebvre, M., Lefebvre, V., Hytti, U. and Jno-Charles, A. (2021) Entrepreneurial Identity: A Leader's Super Power and Their Achilles Heel? *MIT Sloan Management Review (online)* <https://sloanreview.mit.edu/article/entrepreneurial-identity-a-leaders-superpower-and-their-achilles-heel/>

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Chapters in international refereed scientific edited volumes

1. Ilonen, Sanna – Hytti, Ulla (2022). Teaching together in entrepreneurship education: live case method. In *Reframing the Case Method in Entrepreneurship Education* (pp. 76-86). Edward Elgar Publishing (Open access)
2. Peura, Kirsi – Elkina, Anna – Paasio, Kaisu – Hytti, Ulla (2021) Identity work of a researcher in entrepreneurial university backyard research, In: Eriksson, Hytti, Komulainen, Montonen & Siivonen (Eds) (2021) *New Movements in Academic Entrepreneurship*, Edward Elgar Publishing Limited, Cheltenham, UK.
3. Eriksson, Päivi - Hytti, Ulla – Komulainen, Katri - Montonen, Tero – Siivonen, Päivi (2021) Introduction: from diversity of interpretations to sustainability of institutions. In: Eriksson, Hytti, Komulainen, Montonen & Siivonen (Eds) (2021) *New Movements in Academic Entrepreneurship*, Edward Elgar Publishing Limited, Cheltenham, UK.
4. Hytti, Ulla (2021) Introduction: navigating the frontiers of entrepreneurial university research, In: U. Hytti (ed) *A Research Agenda for the Entrepreneurial University*, Edward Elgar Publishing, pp.
5. Aromaa, Eeva, Aaltonen, Satu & Hytti, Ulla (2020) The dark side of entrepreneurial passion: Restraining employee innovative behaviour? In: Örtenblad, Anders (Ed): *Against Entrepreneurship. A Critical Examination*, Palgrave Macmillan, London, pp. 185-201.
6. Hytti, Ulla, Heinonen, Jarna & Stenholm, Pekka (2020) Entrepreneurship for Research Professionals – Triggering Transformative Learning? In: Aaboen, Landström & Roger Sørheim *How to Become an Entrepreneur in a Week. The Value of 7-Day Entrepreneurship Courses*, Edward Elgar Publishing Limited, Cheltenham, UK, pp. 102-120.
7. Laveren, Eddy, Blackburn, Robert, Hytti, Ulla & Landström, Hans (2019) Introduction: Rigor and relevance in European Entrepreneurship Research, In: Laveren, Blackburn, Landström & Hytti (Eds) *Rigor and Relevance in Entrepreneurship Research, Resources and Outcomes, Frontiers in European Entrepreneurship Research*, Edward Elgar Publishing Limited, Cheltenham, UK.
8. Hytti, Ulla (2018) Critical entrepreneurship education: a form of resistance to McEducation? In: Revitalizing entrepreneurship education: Adopting a critical approach in the classroom, Edited by Karin Berglund and Karen Verduyn, Routledge, pp. 228-234.
9. Hytti, Ulla & Koskinen, Sirpa (2018) Enterprise education pedagogy and redesigning learning outcomes: Case of a public reform school, In: Robert Blackburn, Dirk De Clercq & Jarna Heinonen (Eds) *The SAGE Handbook of Small Business and Entrepreneurship*, pp. 505-517.
10. Hytti, Ulla, Blackburn, Robert & Tegtmeier, S. (2018) Introduction: Establishing new frontiers for European entrepreneurship research, In: U. Hytti, R. Blackburn and S. Tegtmeier (Eds.), *The Dynamics of Entrepreneurial Contexts. Frontiers in European Entrepreneurship Research*, Edward Elgar Publishing Limited, Cheltenham, UK, pp. 1-21.
11. Lepistö, Tanja, Aaltonen, Satu & Hytti, Ulla (2018) Co-creating strategy between independent consultants in a micro firm context, In: U. Hytti, R. Blackburn and S. Tegtmeier (Eds.), *The Dynamics of Entrepreneurial Contexts. Frontiers in European Entrepreneurship Research*, Edward Elgar Publishing Limited, Cheltenham, UK.
12. Nilson, Henrietta & Hytti, Ulla (2018) Moving Between Visibility and Invisibility. Understanding Social and Family Business Spheres, In: J. Heinonen & K. Vainio-Korhonen (Eds), *Women in Business Families: From Past to Present*, book to be published by Routledge.
13. Alsos, Gry, Hytti, Ulla & Ljunggren, Elisabet (2016) Gender and innovation – an introduction, In: *Research Handbook on Gender and Innovation*, Edward Elgar Publishing Limited.
14. Hytti, Ulla (2015) Gendered understanding of recruitment processes: Applications and Résumés, In: *Handbook of Gendered Careers in Management: Getting In, Getting On, Getting Out*, Elgar Original Reference Series, pp. 74-89, A. Broadbridge, S. L. Fielden (Editors) Edward Elgar Publishing Limited.
15. Aaltonen, Satu & Hytti, Ulla (2015) Practices hindering employee innovative behaviour in manufacturing SMEs, In: Blackburn, Robert – Hytti, Ulla – Welter, Friederike (Eds.) *Context, Process and Gender in Entrepreneurship. Frontiers in European Entrepreneurship Research*, Edward Elgar Publishing Limited, Cheltenham, UK, pp. 153-171.
16. Heinonen, Jarna, Hytti, Ulla & Vuorinen, Eeva (2013) Intrapreneurial risk-taking in public health care – challenging existing boundaries, *Entrepreneurial Business and Society - Frontiers in European Entrepreneurship Research*, Ed. by Friederike Welter, Robert Blackburn, Elisabet Ljunggren and Bjorn Willy Åmo, pp. 149-169, Edward Elgar, Cheltenham, UK - Northampton, MA, US.
17. Heinonen, Jarna – Hytti, Ulla (2010) Dark Side of International Growth. *International Growth of Small and Medium-Sized Enterprises*, ed. by Niina Nummela, pp. 65-79, Routledge.
18. Hytti, Ulla (2008) Entrepreneurship education in different cultural settings and at different school levels. *The Dynamics Between Entrepreneurship, Environment and Education*, 131-148. Ed. by Alain Fayolle and Paula Kyrö, Edward Elgar Publishing Limited: Cheltenham, UK, Northampton, MA, USA.
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Papers in international refereed scientific conference proceedings

1. Lepistö, Tanja, Aaltonen, Satu & Hytti, Ulla (2019) Entrepreneurial and co-creational activities in public sector – a case study of two municipalities, paper presentation at the RENT conference in Berlin, November 2019.
2. Kozlinska, Inna, Rebmann, Anna & Hytti, Ulla (2019) Legitimacy of entrepreneurship education: An educator's perspective, paper presentation at the RENT conference in Berlin, November 2019.
3. Lepistö, Tanja, Vähätalo, Mervi & Hytti, Ulla (2019) Exploring the intertwined processes of strategy and knowledge management in micro firms: a case study from professional service context, paper presentation at the NFF conference in Vaasa, August 2019.
4. Kozlinska, Inna, Rebmann, Anna & Hytti, Ulla (2019) The Distinctiveness and Value of Enterprise Education for Non-Business Disciplines, paper presentation at the Academy of Management Conference in Boston, August 2019.
5. Kozlinska, Inna, Hytti, Ulla & Stenholm, Pekka (2019) A Harmony of Identities: The balance between academic and entrepreneurial identities of university researchers, presentation at the Babson Conference, Wellesley, USA, June 2019.
6. Hytti, Ulla & Karhunen, Päivi (2018) "It's all about family! Male technology entrepreneurship constructing their identities between family and business". Paper presentation at the RENT Conference, Toledo, Spain, 14-16 November 2017 (winner of the ISBJ's Best Paper Award – Challenging the Conventional Wisdom in Entrepreneurship"
7. Siivonen, Päivi, Hytti, Ulla, Peura, Kirsi, Kasanen, Kati (2018) Student Entrepreneurship Societies as the change agents of the future world of work? A paper presented at the 3E Conference in Enschede, Netherlands and at the NCSB 2018 conference in Luleå, Sweden May 2018.
8. Lepistö, Tanja, Vähätalo, Mervi & Hytti, Ulla (2017) Intertwined processes of strategy and knowledge management in micro firms, Paper presentation at the RENT Conference, Lund, Sweden, November 2017.
9. Stenholm, Pekka & Hytti, Ulla (2017) Making sense of firms' strategic entrepreneurial abilities, Paper presentation at the RENT Conference, Lund, Sweden, November 2017
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11. Hytti, Ulla (2017) Critical entrepreneurship education: a form of resistance to McEducation? Presentation at the National Entrepreneurship Education Conference (Yrittäjyyskasvuspäivät), Oulu, Finland September 2017.
12. Hytti, Ulla & Peura, Kirsi (2017) Constructing entrepreneurship, entrepreneurial abilities and teams: analysis focusing on university faculty, Presentation at the WORK conference, Turku, August 2017.
13. Ulla Hytti, Päivi Eriksson, Tero Montonen and Kirsi Peura, (2017) Entrepreneurship education: What is promoted, what is expected in Finnish universities? Presentation at the WORK conference, Turku, August 2017.
14. Hytti, Ulla & Peura, Kirsi (2017) Making sense of entrepreneurship: Blurring boundaries between academic and entrepreneurial work, presentation at the 3E conference in Cork, Ireland, May 2017.
15. Lepistö, Tanja & Hytti, Ulla (2016) Creating a learning community – Exploring an initiative between business developers, companies and universities, Presentation at the RENT Conference, Antwerp, Belgium, November 2016.
16. Hytti, Ulla (2016) Gender and Innovation: Putting focus on men, Presentation at the Diana Conference, Bodø, Norway, June 2016.
17. Nieminen, Lenita – Hytti, Ulla (2015) Participation and learning in a training programme for self-employed entrepreneurs, RENT Conference, Zagreb, Croatia, November 19-20, 2015.
18. Lepistö, Tanja – Aaltonen, Satu & Hytti, Ulla (2015) The situated construction of the future – A case study of strategy work between partner entrepreneurs, Zagreb, Croatia, November 19-20, 2015.
19. Nieminen, Lenita – Hytti, Ulla (2015) Entrepreneurial learning and Belonging to a Community of practice, A paper presented at the 3E ECSB Entrepreneurship Education Conference, Lueneburg, Germany, 23-24 April, 2015.
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23. Hytti, Ulla – Aaltonen, Satu – Aromaa, Eeva – Rajamäki, Heidi (2014) Dark side of entrepreneurial management: Suffocating intrapreneurial and innovative behavior of employees? A paper presented at the 18th *Nordic Conference on Small Business Research*, Bodø, Norway, May 15-16th 2014.
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26. Hytti, Ulla – Aaltonen, Satu (2013) Entrepreneurial management and employee-driven innovative work practices, A paper presented at the XXVII RENT Conference, Vilnius, Lithuania, 21-22 November 2013.

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27. Hytti, Ulla – Aaltonen, Satu (2013) Entrepreneurial management and employee-driven innovative work practices, *The First International Interdisciplinary Conference on Research on Work*, Turku, Finland 21-23 August 2013.
28. Hytti, Ulla - Nieminen, Lenita (2013) Drama in Entrepreneurship Training: Tool for entrepreneurial learning? A paper presented at the *ECSB Entrepreneurship Education (3E) Conference*, Århus, Denmark, 29-31 May, 2013.
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31. Heinonen, Jarna - Hytti, Ulla (2012) Gender in family firms: a literature review, *17th Nordic Conference on Small Business Research*, Helsinki, 23-25th May 2012.
32. Hytti, Ulla - Kautonen, Teemu - Akola, Elisa (2012) Determinants of Job Satisfaction for Salaried and Self-Employed Professionals, A paper presented at the *Academy of Management Conference*, Boston, USA, 3-7 August 2012
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