

Lucy Piggott

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RESEARCH PROFILE

My research is broadly focused on equity, diversity, and inclusion in sport, with a particular interest in power dynamics within sport organisations. I primarily use qualitative research methods to study these issues at the local, national, and international levels.

ACADEMIC POSITIONS

Norwegian University of Science and Technology (NTNU), Norway

Associate Professor, Department of Sociology and Political Science (ISS)

Postdoctoral Fellow, Department of Sociology and Political Science (ISS)

August 2024 - present

Oct. 2020 – July 2024

Self-employed

Consultant: Equity, diversity, and inclusion in sport

Sept. 2019 - Oct. 2020

University of Hertfordshire, UK

Postdoctoral Research Fellow (60%), Institute of Sport

Research Assistant (project-based), Institute of Sport

Sept. 2019 - Sept. 2020

Oct. 2019 - Sept. 2020

University of Chichester, UK

Postdoctoral Research Fellow, Institute of Sport

PhD Candidate, Institute of Sport

Nov. 2018 - August 2019

Sept. 2015 – Sept. 2018

EDUCATION

University of Chichester, Institute of Sport

PhD in Sociology of Sport

Title: Gender, Leadership, and Organisational Change in English Sport Governance

Supervisors: Prof. Elizabeth Pike, Dr Jordan Matthews, and Dr Suzanne Everley.

2015 - 2019

University of Chichester, Department of Education

Postgraduate Certificate in Learning and Teaching in Higher Education

2016 - 2018

University of Brighton, School of Sport and Health Sciences

MA in Sport and Society (Merit)

2012 - 2013

Loughborough University, School of Sport, Exercise and Health Sciences

BSc in Sport and Exercise Science (1st Class Honours)

2009 - 2012

NORWEGIAN LANGUAGE QUALIFICATIONS

NTNU

Norwegian for Foreigners 2 (Grade B)

Norwegian for Foreigners 1 (Grade A)

Autumn 2021

Spring 2021

TEACHING

Course coordinator, lecturer, and internal examiner (ISS, NTNU)

IDR3036: Sport and social inequality (master's course)	2021 - present
IDRSA1002: Sport sociology (bachelor's course)	2021 - present
IDRSA1008: Introduction to sport science (bachelor's course)	2024 - present

Lecturer and internal examiner (ISS, NTNU)

IDR3027: Research practice in sport science (master's course)	2021 - present
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Internal examiner (ISS, NTNU)

IDR3025: Specialisation in sport science (master's course)	2022 - present
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Guest lecturer (NTNU)

	2021 - present
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IDR3040: Sport and health (master's course)

IDRSA1008: Introduction to sport science (bachelor's course)

IDRSA2004: The coaching role (bachelor's course)

KULT 2220: Gender, equality, and diversity in the sport world (bachelor's course)

SOS2018: Society, organization, and management (bachelor's course)

Guest lecturer, seminar tutor and internal examiner (IoS, University of Chichester) 2016 - 2018

Health and physical activity in contemporary society (bachelor's course)

Coaching at the interface of sport development (bachelor's course)

Sporting subcultures (bachelor's course)

Issues in sport and exercise science (bachelor's course)

Introduction to sport and society (bachelor's course)

Researching sport (qualitative enquiry) (bachelor's course)

Principles and practice of sport (bachelor's course)

Understanding mega sport events (bachelor's course)

SUPERVISION

Supervision of PhD candidate, ISS, NTNU	2024 - present
Co-supervision of PhD candidate, Institute of Sport, University of Hertfordshire	2023 - present
Co-supervision of PhD candidate, ISS, NTNU	2021 - present
Supervision of eleven master's students, and co-supervision of one student, ISS, NTNU	2022 - present
Supervision of six bachelor's students, and co-supervision of two students, ISS, NTNU	2022 - 2023

PROJECTS

Project leader

Power, politics, and performance: Examining the gendered processes and outcomes of a merger between a men's and women's Norwegian football club (ISS småforsk funding), ISS, NTNU. 2023 - present

Gender Inclusion in Sport for Development and Peace Organisations (postdoc project), ISS, NTNU. 2020 - 2024

Gender equity in Norwegian eSports (ISS småforsk funding), ISS, NTNU. 2021

Joint project leader

Analysis of career pathways of British postholders in international sport governance (funded by UK Sport), NTNU, University of Chichester, and University of Technology Sydney. 2022 - 2023

Is gender on the international agenda?: Gender representation and policy in international sport governance (funded by UK Sport), NTNU and University of Chichester. 2020 - 2021

An evaluation of the differences in experiences and preferences of female and male referees in relation to referee development and education (funded by the English Football Association), University of Chichester. 2019 - 2020

Lead researcher

An evaluation of the impacts and challenges of community sport groups becoming more inclusive and accessible for girls (funded by Sported), University Hertfordshire. 2020
Project leader: Professor Elizabeth Pike.

Transgender, intersex and non-binary people in sport and physical activity: A review of research and policy (in collaboration with the Sport and Recreation Alliance). 2020

PEER-REVIEWED PUBLICATIONS

Piggott, L. V. (In Press) The Framing of Gender Equity Strategies in Norwegian Esports. In A. Tjønnndal, R. Turtiainen, K. Frandsen & E. Trasti Rogstad (Eds.) *Women in a Digitized Sports Culture: Nordic Perspectives*. Routledge

Piggott, L. V., Lenneis, V. & Alsarve, D. (In Press). Intersectional Perspectives on Digitized Sports Cultures. In A. Tjønnndal, R. Turtiainen, K. Frandsen & E. Trasti Rogstad (Eds.) *Women in a Digitized Sports Culture: Nordic Perspectives*. Routledge

Piggott, L. V., & Knoppers, A. (In Press). Researching (Gender) Diversity, Equity, and Inclusion in Sport Organizations. In M. Giardina, M. Donnelly, & D. Waldman (Eds.), *SAGE Handbook of Qualitative Research in Sport & Physical Culture*. SAGE.

Nesse, M., **Piggott, L. V.**, & Agergaard, S. (2025). Navigating the in-between: Social workers' perceptions and experiences of facilitating sport for unaccompanied minor refugees in Norway. *International Journal of Sport Policy and Politics*. <https://doi.org/10.1080/19406940.2025.2483699>

Piggott, L. V. (2024). "It's like this one man's baby": Gender and decision-making power in sport for development and peace organizations. *Journal of Sport Management*. <https://doi.org/10.1123/jsm.2024-0089>

Piggott, L. V., Hovden, J., & Knoppers, A. (2024). Why organization studies should care more about gender exclusion and inclusion in sport organizations. In S. Clegg, M. Grothe-Hammer, & K. S. Velarde (Eds.), *Sociological Thinking in Contemporary Organizational Scholarship* (Research in the Sociology of Organizations) (Vol. 90, pp. 201-226). Emerald Publishing Limited. <https://doi.org/https://doi.org/10.1108/S0733-558X20240000090008>

Piggott, L. V., Mehus, I., & Adriaanse, J. (2024). Gender distribution in sport for development and peace organizations: A critical mass of women in leadership and governance positions?. *Journal of Sport for Development*, 12(1), 12-27. <https://jsfd.org/2024/05/03/gender-distribution-in-sport-for-development-and-peace-organizations-a-critical-mass-of-women-in-leadership-and-governance-positions/>.

Piggott, L. V., & Matthews, J. J. K. (2024). Gender representation and policy implementation in the governance of international Paralympic organizations. In A. Knoppers & P. Markula (Eds.), *Handbook of Gender and Diversity in Sport Management*, (pp. 37-51), Edward Elgar. <https://doi.org/10.4337/9781802203691>

Nesse, M., Agergaard, S., & **Piggott, L. V.** (2023). Young refugees' experiences of accumulating horizontal and vertical social capital through organised and informal sports. *International Review for the Sociology of Sport*. <https://doi.org/10.1177/10126902231217941>

Piggott, L. V., & Tjønnndal, A. (2023). "It becomes a fight against who I am, rather than what I say": Gender, positionality, and inclusion in esports leadership. *International Review for the Sociology of Sport*. <https://doi.org/10.1177/10126902231206652>

Piggott, L. V. (2022). "You only go from what you know": Gendered recruitment and selection processes in English Sport Governance. *European Journal of Sociology of Sport*, 19(3), 250-269. <https://doi.org/10.1080/16138171.2021.1941613>

Piggott, L., Tjønnndal, A., & Hovden, J. (2022). Leadership and gender inclusion in esports organisations. In A. Tjønnndal (Ed.), *Social Issues in Esports* (pp. 46-64). Routledge.

- Piggott, L.** (2022). Past, present, future: Policy and gender equity in English sport leadership and governance. In P. Velija & **L. Piggott** (Eds.), *Gender Equity in UK Sport Leadership and Governance* (pp. 71-86). Emerald.
- Simpkins, E., Velija, P., & **Piggott, L.** (2022). The Sport Intersectional Model of Power (SIMP) as a tool for understanding intersectionality in sport governance and leadership. In P. Velija & **L. Piggott** (Eds.), *Gender Equity in UK Sport Leadership and Governance* (pp. 37-50). Emerald.
- Velija, P., & **Piggott, L.** (2022). Introduction. In P. Velija & **L. Piggott** (Eds.), *Gender Equity in UK Sport Leadership and Governance* (pp. 1-20). Emerald.
- Piggott, L. V.**, & Matthews, J. (2021). Gender, leadership, and governance in English national governing bodies of sport: Formal structures, rules, and processes. *Journal of Sport Management*, 35(4), 338-351. <https://doi.org/10.1123/jsm.2020-0173>
- Piggott, L. V.** (2021). Gender and social inequity in and through sport leadership. In E. Pike (Ed.), *Research Handbook on Sport and Society* (pp. 159-173). Edward Elgar.
- Piggott, L. V.** (2021). Gender policy in sport governance: A comparison of Norway and England. In A. Tjønndal (Ed.), *Idrett, kjønn og ledelse: Festskrift til Jorid Hovden* (pp. 323-339). Fagbokforlaget.
- Piggott, L. V.**, & Pike, E. C. J. (2020). 'CEO equals man': Gender and informal organisational practices in English sport governance. *International Review for the Sociology of Sport*, 55(7), 1009-1025. <https://doi.org/10.1177/1012690219865980>
- Piggott, L. V.**, Pike, E. & Matthews, J. (2019). England: A 'Sporting Future' for All? In A. Elling, J. Hovden & A. Knoppers (Eds.), *Gender Diversity in European Sport Governance* (pp. 105-116). Routledge.
- Pike, E., White, A., Matthews, J., Southon, S. & **Piggott, L. V.** (2018). Women and Sport Leadership: A Case Study of a Development Programme. In L. Mansfield, J. Caudwell, R. Watson & B. Wheaton (Eds.), *The Palgrave Handbook of Feminisms in Sport, Leisure and Physical Education* (pp. 809-823). Palgrave MacMillan.

BOOKS

- Velija, P., & **Piggott, L. V.** (Eds.). (2022). *Gender Equity in UK Sport Leadership and Governance*. Emerald.

SCIENTIFIC WORK UNDER REVIEW

- Tegnander, I. & **Piggott, L.V.** (under first round of review). Where's the B in LGBT?: A qualitative study of bisexual invisibility and exclusion within organised sports in Norway. *International Review for the Sociology of Sport*.
- Piggott, L. V.**, Rosvold, M. & Sæther, S. A. (under first round of review). Sociocultural processes and outcomes in the integration of a women's team into a men's football club in Scandinavia. *European Sport Management Quarterly*.
- Piggott, L. V.**, Matthews, J. & Adriaanse, J. (under third round of review). Gendered Networking in International Sport Governance. *European Sport Management Quarterly*.

SCIENTIFIC REPORTS

- Piggott, L. V.**, Matthews, J. J. K., & Adriaanse, J. (2023). *Analysis of career pathways of British postholders in international sport governance*. <https://www.ukssport.gov.uk/-/media/files/our-work/research/analysis-of-career-pathways-of-british-postholders-in-international-sport-governance-final-report.ashx?la=en&hash=9752BDFA7B5DF049F8BAF41460F30052>
- Matthews, J. J. K., & **Piggott, L. V.** (2021). *Is gender on the international agenda? Female representation and policy in international sport governance*. <https://www.ukssport.gov.uk/-/media/files/international-relations/research-final-report.ashx>

- Piggott, L. V.** (2020). *Transgender, intersex and non-binary people in sport and physical activity: A review of research and policy*. <https://www.sportandrecreation.org.uk/pages/transgender-intersex-and-non-binary>
- Datson, N., Everley, S. Greenlees, I, and **Piggott, L. V.** (2020). *Tailoring Referee Development for the Women's Game*. The English Football Association.
- Piggott, L. V.**, and Pike, E. (2020). *An evaluation of the impacts and challenges of community sport groups becoming more inclusive and accessible for girls*. http://sported.org.uk/wp-content/uploads/2020/10/Becoming-more-inclusive-and-accessible-for-girls_Final-report.pdf

CONTRIBUTIONS TO POPULAR SCIENCE AND USER-ORIENTED PUBLICATIONS

- Brandslet, S. (2023, November 7) Uformelle nettverk holder kvinner unna toppverv i idretten. *Gemini.no*. <https://gemini.no/2023/11/uformelle-nettverk-holder-kvinner-unna-toppverv-i-idretten/>
- Rasheed, Z. (2021, August 8) Why sexism is still a problem at the most 'gender-equal' Olympics. *Al Jazeera*. <https://www.aljazeera.com/news/2021/8/8/sexism-is-still-a-problem-at-the-first-gender-equal-olympics>
- Brandslet, S. (2021, July 26) Kvinner vinner, men leder sjelden. *Gemini.no*. <https://gemini.no/2021/07/kvinner-vinner-men-leder-sjelden/>
- Brandslet, S. (2021, July 25) Women win on the field, but rarely lead in governance. *Partner.sciencenorway.no*. <https://partner.sciencenorway.no/gender-and-society-leadership-and-organization-ntnu/women-win-on-the-field-but-rarely-lead-in-governance/1884760>
- Bastable, B. (2021, August 3) Women still underrepresented in top sport jobs, University of Chichester study finds. *Sussex World*. <https://www.sussexexpress.co.uk/education/women-still-underrepresented-in-top-sport-jobs-university-of-chichester-study-finds-3333392>

SELECT RECENT CONFERENCE AND ACADEMIC SEMINAR PRESENTATIONS

- Piggott, L. V.** (2024, November 21). *Gender inclusion in sport organisations: What do we know & what can we learn?* (Keynote presentation). 22nd International Sports Sciences Congress. Ankara, Turkey.
- Piggott, L. V.** (2024, October 8). *Gender inclusion in sport organisations: What do we know & what can we learn?* (Invited presentation). Gender Equality and Sport+ Conference 2024. Lausanne, Switzerland.
- Piggott, L. V.** (2024, June 4-6) *The role of gendered networking for career advancement in international sport governance*. 2024 European Association for the Sociology of Sport Conference, Madrid, Spain.
- Piggott, L. V.** (2023, August 14-17). *"It's like this one man's baby": Gender and power in sport for development and peace organisations*. 2023 World Congress of Sociology of Sport, Ottawa, Canada.
- Piggott, L. V.**, Mehus, I., & Adriaanse, J. (2022, November 16-18). *Gender distribution across decision making positions of sport for development and peace (SDP) organisations*, 14th Annual Conference of the Transnational Working Group for the Study of Gender and Sport, Bodø, Norway.
- Piggott, L. V.**, & Tjønndal, A. (2022, June 7-10). *Leadership and gender inclusion in esport organisations*, 2022 World Congress of Sociology of Sport, Tübingen, Germany.
- Matthews, J., & **Piggott, L. V.** (2022, May 2-5). *Is gender on the international agenda? Gender representation and policy in international sport governance*. 8th IWG World Conference on Women and Sport, Auckland, New Zealand.
- Piggott, L. V.**, & Matthews, J, K. (2021, November 15-19). *Gender representation and policy in international sport governance*. 2023 World Congress of Sociology of Sport, digital conference.

- Piggott, L. V.** (2021, September 7-10). *"You only go from what you know": Gendered recruitment and selection processes in English sport governance*. European Association for Sociology of Sport 2021 Congress, digital conference.
- Piggott, L. V.** (2019, December 5). *Gender Equity in English Sport Governance: Issues, Strategies and Next Steps for Change* (invited presentation), Women in Sport Governance seminar, Bournemouth, UK.
- Gill, A., **Piggott, L.V.**, & Aiyela, V. (2019, November 28-29). *The Business of Women in Football* (Invited Keynote Panel), The Football Collective Conference, Sheffield, UK.
- Piggott, L. V.** (2019, June 11-12). *Gender Equity in Sport Governance: Next Steps for Creating Change*, Women in Sport and Exercise Conference, Twickenham, UK.
- Piggott, L. V.** (2018, June 5-8). *An Exploration of Gendered Power Relations within the Leadership Teams of Two English National Governing Bodies of Sport*, World Congress of Sociology of Sport, Lausanne, Switzerland.

SELECT AWARDS AND ACHIEVEMENTS

Honourable mention at the [European Association for the Sociology of Sport's 2020 Young Researcher Award](#).

Co-wrote a bid for the Women's Sport Leadership Academy to be shortlisted for the [Beyond Sport Global Awards 2019](#) in the **Sport for Gender Equality Award (SDG 5) category**.

Winner of **best presentation in category** at the 2017 University of Worcester Postgraduate Research Conference.

Winner of the **best poster prize** at the Open University's 2016 Gender and Inequalities in Sport Conference.

Nominated for the **2016 University of Chichester Academic Woman of the Year Award**.

INSTITUTIONAL RESPONSIBILITIES AND PROFESSIONAL SERVICE

Global Observatory for Gender Equality & Sport

Advisory Council Member	2025 - present
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International Sociology of Sport Association

Mentor	2024 - present
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Anita White Foundation/Fund, UK

AWF Advisor and scholar	2019 - present
Steering Group member, Women's Sport Leadership Academy	2016 - 2019
Coordinator of the Women's Sport Leadership Academy	2016 - 2019
Member of AWF Operational Management Group	2015 - 2019

NTNU

Main organiser of paperseminar for NTNU and Nord University's sociology of sport PhD candidates and postdocs	2023
Organisation of three visits from external researchers, including department-wide seminars	2022 – 2023

2023 World Congress on Sociology of Sport

Chair of Sport, Integration & Local Development Session	2023
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University of Chichester, UK

Member of Research Excellence Framework 2021 Equality and Diversity Sub-Committee	2019
Postgraduate student representative on the University Research and Enterprise Committee	2017 - 2018
Student representative on the Postgraduate Certificate in Learning and Teaching Programme Board	2016 - 2018
Member of the organising committee for the 2016 International Conference for Qualitative Research in Sport and Exercise	2015 - 2016

FELLOWSHIPS, MEMBERSHIPS, AND NETWORKS

Fellow

Higher Education Academy, UK	2018 - present
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Member

International Sociology of Sport Association	2020 - present
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Women in Sport and Exercise Academic Network	2019 - present
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Network member

Skeiv i norsk idrett network	2023 - present
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Nordic network: Women in a digitized sports culture	2022 - present
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GenderHub (NTNU)	2020 - present
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PEER REVIEW

Annals of Leisure Research, European Journal for Sport and Society, European Physical Education Review, Frontiers in Sports and Active Living, International Journal of Sport Policy and Politics, International Review for the Sociology of Sport, Journal of Sport Management, Leisure Studies, Qualitative Research in Sport, Exercise and Health, Research Handbook on Sports and Society, Research in the Sociology of Organizations, Social Sciences, Sport in Society.

OTHER

Qualifications	Level 1 and 2 coaching certificates, The English Football Association
Software	EndNote, NVivo