

# Gender and Diversity In Organizations

VOLUME IV, ISSUE I

FEBRUARY, 2011

## SPECIAL POINTS OF IN- TEREST:

- Reports from Division officers
- 2011 Elections
- Call for GDO Division Award

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## Newsletter Editors:

**Editor:**  
**J. Goosby Smith**  
California State U.  
Channel Islands.  
Jaye.Smith@CSUci.edu

**Assistant Editor:**  
**Judith Claire**  
Boston College  
clairju@bc.edu

## Report from the Division Chair

Dear GDO colleagues,

I hope 2011 has begun well for you and your loved ones and that it continues in the same vein. The new year is a time for reflection. A brief glimpse of the news (or thought of absent friends) reminds us that, as Walt Kelly's Pogo put it, life "ain't *nohow* permanent." Death's sting is somewhat blunted for those in the diversity and inclusion field by the knowledge that our work has made the world a better place than it would have been had we not lived. But let's remember to have fun along the way and to say "I love you" to those who are dear to us.

As I write this column, approximately 400 GDO Division members are reviewing paper and symposium submissions for the 2011 Academy of Management GDO program. Here's a heart-felt "thank you" to all the reviewers – and to those who took the time to submit! **Gwen Combs**, our Program Chair, provides more information in her column. While Gwen puts together the scholarly program over the coming months, **Stacy Blake-Beard** will finalize the Professional Development Workshop (PDW) program. Many thanks to Gwen and Stacy for all their hard work. *Would you like to follow in their footsteps? Keep reading!*

A smaller number of people have volunteered to serve on GDO Division Committees. If you would like to join them, and I hope some of you will, please sign up on the Volunteer Survey web site at <http://tinyurl.com/GDOVolunteers>. To whet your appetite, here is a list of Committees and their Chairs.

Sage (Lifetime) Scholarship Award  
Janet Chusmir/Sage (Lifetime) Service Award  
Saroj Parasuraman (Best Journal Article) Award  
Faculty Transnational Research Award  
Student Transnational Research Award  
Dorothy Harlow/McGraw Hill Best Conference Paper  
Emerald Best Student Paper Award  
Sage Dissertation (Conference Paper) Award  
Archival and Historical  
International  
Media Relations  
Membership  
Website Revision (ad hoc)

**Diana Bilimoria**  
**Donna Maria Blancero**  
**Patrick McKay**  
**TBD**  
**TBD**  
**Joy Beatty**  
**TBD**  
**dt ogilvie**  
**C. Douglas Johnson**  
**Raymond Trau**  
**Robyn Berkley**  
**Charmine Härtel**  
**Rosanne Hawarden**



*Division Chair*  
**David A. Kravitz**  
George Mason University

(continued on page 2)



*How can I  
contribute to  
GDO?*

*Join a GDO  
Committee!*

## ...Division Chair's Report

*(continued from page 1)*

Speaking of volunteers, I would like to thank two recent additions to our communication team. **Rosanne Hawarden** has graciously stepped into the vacant Web Master position. Rosanne, you're a life-saver! **Judith Clair** is our new Associate Newsletter Editor, for which she has our thanks. She will work with our current Newsletter Editor, **Jaye Goosby Smith**, and will move into the Newsletter Editor position next year.

I assume you have received the Academy of Management's announcement about the forthcoming elections. Past Division Chair **Quinetta Roberson** also discusses them elsewhere in this newsletter. Please consider nominating someone else or yourself for a GDO leadership position. For more information about the process by which the GDO runs the election, please see my column in the October 2010 newsletter.

I look forward to working with you and wish you all a happy, safe, and productive year. Please feel free to contact me with your thoughts about the Gender and Diversity in Organizations Division.

David A. Kravitz  
GDO Division Chair  
dkravitz@gmu.edu

# Report from the Program Chair



## Program Chair

Gwendolyn Combs

University of Nebraska-

Lincoln

[gdogmc2011\\_program@unl.edu](mailto:gdogmc2011_program@unl.edu)

## **ALL ROADS LEAD TO SAN ANTONIO!!!!**

The 2011 Academy of Management Meeting will convene in San Antonio, TX, August 12-16, 2011. The theme is, **West meets East: Enlightening, Balancing, Transcending.**

Thank you to GDO members and others who submitted papers and symposia, and volunteered as reviewers for submissions! As I am writing this summary reviewers are in the process of assessing and providing feedback on conference submissions to the division. This is an extremely busy time!

The AOM Meeting is comprised of the Professional Development (PDW) Program, All Academy Theme Program, and the Scholarly Program. PDW's are offered on Friday and Saturday, All Academy Theme Sessions occur on Sunday, and the Scholarly Program sessions are scheduled on Monday and Tuesday. All Scholarly Program sessions are 90 minutes in length. We are anticipating an exciting, engaging,

and intellectually stimulating program.

## **Summary Data for Submissions and Reviewers**

The Division received 158 paper and 23 symposia submissions for the 2011 conference. The mix includes a compelling array of diversity topics that should spark scholarly exchange and debate. Submission authors and participants were from many different countries.

Four hundred and fourteen (418) individuals from 35 countries (with the addition of Saudi Arabia) graciously agreed to serve as reviewers. 303 individuals had previous Academy review experience and 115 were first time reviewers. Tenure of AOM membership of reviewers was almost evenly matched with 200 being members for 1-5 years and 188 being members for over 5 years. 30 Reviewers were non-Academy members.

Of the reviewers, 297 were non-students and

121 students. Having 418 reviewers allowed me to assign 4 reviewers for each submission. Reviewers were asked to review a maximum of 3 submissions with an average number of assignments per reviewer being 1.98. A number of methods were used to solicit Reviewer volunteers. I sincerely appreciate the fantastic response from GDO members and others. Thank you so much! Reviewer assessments are due February 10, 2011.

Although 220 people graciously volunteered to be emergency reviewers, I anticipate receiving timely evaluations of submission assignments. However, it is wonderful to know that I have willing and able emergency reviewers .

Following receipt of reviewer comments, I will begin the process of accepting submissions and formulating the Divisions Scholarly Program.

*(continued on page 4)*



**“celebrate  
with award  
winners,  
appreciate our  
reviewers, and  
reconnect  
with  
colleagues”**

## ...Program Chair's Report

*(continued from page 3)*

Submitters will be informed no later than March 14, 2011 if their paper/symposium was accepted for inclusion in the Scholarly Program. Accepted papers will be placed in one of four presentation formats: Divisional Presentation Paper Sessions, Divisional Roundtable Paper Sessions, Cross Divisional Paper Sessions, or Discussion Paper Sessions. This format was initiated at the 2010 AOM Conference in Montreal. A description of these formats can be found on the AOM website. More information about the composition of the Scholarly Program will be provided in the next newsletter. Let me express my gratitude in advance to those who will serve as session chairs and discussants. These are two very important roles that contribute to the success of the paper sessions.

### **Special GDO Academy Events:**

GDO members and friends are encouraged to attend several special events listed below. Be on the lookout for more information as the Conference program is finalized.

**The Town Hall Meeting** will take place on Monday evening, August 15<sup>th</sup>. The **Coalition for Faculty Diversity** has been involved in spearheading a number of diversity initiatives with representation from a broad base of AOM Divisions. The meeting offers a platform for developing new initiatives and programs that support the careers of our members. This year, we'll also be working to organize transitions and links between the Coalition for Faculty Diversity and the new **Academy-wide Diversity and Inclusion Theme Committee**. Special thanks to Belle Ragins, Ron Ophir, C. Douglas Johnson, and Susan Kirby for organizing this important event. Please come with your ideas, insights and energy!

Also on Monday evening, the Business Meeting will update members on division affairs. Come celebrate with award winners, appreciate our reviewers, and reconnect with colleagues. Following the business meeting is the GDO Reception with more fun and fellowship.

I hope to see you all at each of these events and other sessions offered during the conference. If you have any questions about the GDO Scholarly Program for the 2011 conference, please contact me at [gdogmc2011program@unl.edu](mailto:gdogmc2011program@unl.edu). See you in San Antonio.

Gwendolyn M. Combs, 2011 Program Chair

*P.S. The deadline for submitting Caucus proposals to the Caucus Chair is March 8, 2011. See the AOM Annual Meeting website for directions.*



**PDW Chair**

*Stacy Blake-Beard*  
Simmons College  
*Stacy.Blakebeard@simmons.edu*

# Report from the PDW Chair

## 2011 GDO Division Professional Development Workshops

Get ready to attend an exciting PDW program in San Antonio, Texas on Friday August 12th and Saturday August 13th!

Although the final program is still in the development stage, we look forward to several exciting sessions for which GDO will be the primary or secondary sponsor.

PDW submissions this year include proposals for workshops on

- developing intercultural skills
- exploring employment equity globally
- conducting research on generational diversity
- addressing LGBTQ issues in the classroom

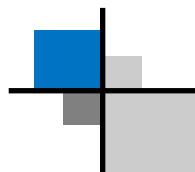
Special thanks go out to **Robyn Berkley** and **Lisa Nishii**, organizers of this year's full-day Doctoral Consortium. All indications are that the consortium will be a meaningful and exciting career development session for our division's doctoral students!

The GDO PDW program will be finalized in the next few weeks. Please look for details of the schedule in our June 2011 newsletter.

Meanwhile, if you have any questions about the PDW program, please feel free to contact me at [Stacy.BlakeBeard@simmons.edu](mailto:Stacy.BlakeBeard@simmons.edu).

Best wishes for a great start to the New Year and I am looking forward to seeing you in San Antonio!

Stacy Blake-Beard  
Simmons College  
[stacy.blakebeard@simmons.edu](mailto:stacy.blakebeard@simmons.edu)







*Past Division Chair*  
**Quinetta Roberson**  
Villanova University  
[Quinetta.Roberson@Villanova.edu](mailto:Quinetta.Roberson@Villanova.edu)

# 2011 GDO Elections

Please consider nominating someone (or yourself, if you believe you are the right person for the job) for the open positions within the Division, which include **Program-Chair Elect/PDW Chair** and four openings for **Executive Committee Member**. Nominations will be made electronically, using the Academy of Management electronic nominations system (<http://apps.aomonline.org/DivNomination>). To determine the slate of candidates from the list of nominees, the Division Nominating Committee (chaired by Immediate Past Chair, Quinetta Roberson), will consider the following:

- Past involvement in GDO scholarly activities (e.g., presentations, reviewing, discussant, etc.)
- Past involvement in scholarly activities with other organizations related to those covered in the domain and content of GDO (e.g., European Group and Organization Studies, etc.)
- Service to GDO (e.g., committee chair or member, webmaster, listserv manager, etc.)
- Publishing, teaching and consulting within the domain of GDO
- Work experience at an international university
- Service to organizations that contribute to the mission of GDO (e.g., diversity task forces, community initiatives, etc.)

- Minimum two years membership in GDO

If willing to run for office, those nominated will be asked to provide detailed information on the items above, their vision and recommendations for improving the division, and other activity related to the mission and domain of GDO. The Nominating Committee will use these criteria in determining the final election slate.

## JOB DESCRIPTIONS

### Division Program Chair-Elect and PDW Chair:

Responsible for planning and programming all Division preconference activities, such as professional development workshops and the doctoral consortium (typically organized by a designated doctoral consortium chair), for the annual conference; works in liaison with the Program Chair and Newsletter Editor to publicize preconference activities through the Division and the Academy of Management newsletters; serves on the Executive Committee; coordinates activities through the Division Chair; and performs such duties as may be assigned by the Division or Academy Program Chairs.

The person elected to this position will be responsible for the PDW program in 2012, and will subsequently serve as Program Chair for the 2013 program, Division Chair-elect in 2013-2014, Division Chair in 2014-2015, and Past Division Chair in 2015-2016. Thus, the position involves a five-year commitment.

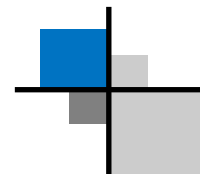
### Executive Committee Member:

Help to guide the Division and serve on or chair at least one committee; serve as a reviewer for the Division; actively participate in EC meetings, which are held in-person at the annual conference and via teleconference during the year.

**This is your opportunity to have an impact on the GDO Division and its future.**

...

**Please consider nominating someone (or yourself) today!**





**Make sure to let the GDO Newsletter Editor know about your recent publications, activities, and accomplishments!**

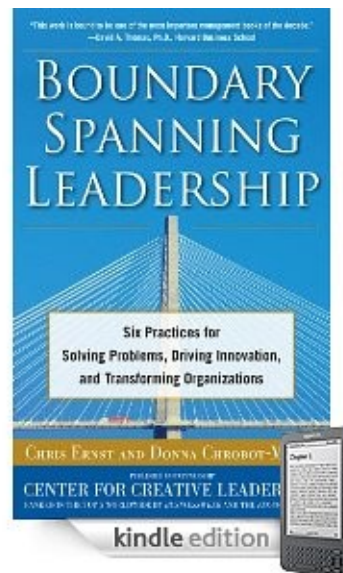
## Member Updates...

**Donna Chrobot-Mason**



Donna Chrobot-Mason has been teaching, consulting, writing, and researching issues around leadership and diversity for fifteen years. She is committed to helping both scholars and practitioners better understand the challenges and opportunities that exist in leading a diverse workforce.

Donna is an associate professor in psychology at the University of Cincinnati. She has taught courses in organizational psychology, diversity, leadership, and research methods to undergraduate and master's level students. Recently, Donna became the Director of the [Center for Organizational Leadership](#) at the University of Cincinnati. As center director, she spanned boundaries to create and lead a cross-disciplinary research team that examines leadership from a variety of theoretical and methodological perspectives.





*“This is a wonderful way to honor your colleagues and recognize important work”*

# Call for GDO Division Award

## 2011 Sage Award for

### Scholarly Contributions to Gender and Diversity

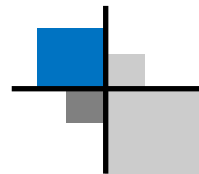
The Gender and Diversity in Organizations Division proudly confers an annual award for outstanding scholarship within the GDO domain. Sponsored by Sage Publications, this award recognizes a present or past member of the division who has made significant cumulative scholarly contributions advancing our knowledge of gender and diversity in organizations. Scholarly contributions include the creation and dissemination of new knowledge in the form of conceptual, applied, empirical and/or theoretical works.

This award is given for an accumulated body of work. Past winners include:

Uma Sekaran 1991	Linda Stroh 2000
Laurie Larwood 1992	Saroj Parasuraman 2002
Kathryn Bartol 1993	Karen Lyness 2003
Barbara Gutek 1994	Jeffrey Greenhaus 2004
Nancy Adler 1995	Robin Ely 2005
Gary Powell 1996	Marta Calás & Linda Smircich 2006
Dorothy Perrin Moore 1997	Carol Kulik 2007
Alison Konrad 1998	Ellen Kossek 2008
Belle Rose Ragins 1998	Stella Nkomo 2009
Laura Graves 1999	Debra Meyerson 2010

Criteria for consideration includes: 1) the breadth or overall scope of the nominee's work with consideration of his/her contribution to gender and diversity; 2) the depth of the nominee's research in terms of richness in the exploration of one or more gender and diversity topics; and, 3) impact or significance of research in raising important questions and providing direction for future research in the gender and diversity domain.

This is a wonderful way to honor your colleagues and recognize important work! For nominations, please send a 2-3 page letter of recommendation outlining the nominee's contributions with respect to the criteria stated above and a copy of the nominee's curriculum vitae. **The deadline for nominations is May 30, 2011.** Please send your nomination or questions to **Diana Bilimoria** (Chair, Sage Award for Scholarly Contributions Committee) at [diana.bilimoria@case.edu](mailto:diana.bilimoria@case.edu).







**“We are particularly interested in broad, integrative papers, and those that document change, assess current practices, and project future needs and concerns.”**

## Calls for Papers...

### **A Special Feature of the *Journal of Business and Psychology***

The 50<sup>th</sup> Anniversary of the Civil Rights Act: The Evolution of Research, Practice, and Legal Perspectives on Employment Discrimination

Special Guest Editors: Eden King, Derek Avery, Paul Sackett

In 1964, Title VII of the Civil Rights Act (CRA) prohibited employment discrimination on the basis of race, color, religion, sex, or national origin. Over the past 50 years, this act of legislation has had a profound impact on employees and organizations across the United States. This special issue will serve as a reflection on the evolution of employment discrimination in research, practice, and the law, as well as a projection of what the next 50 years might hold. We encourage submission of papers on topics such as:

- Analyses of legal issues, case law, and the enforcement of the CRA
- Issues in moving beyond compliance to inclusion
- Empirical studies tracking changes in discrimination (prevalence, claims, forms) over time
- Empirical studies providing evidence of unique challenges facing employees & employers in the 21st century
- New theoretical perspectives on discrimination, diversity, or employment law
- Practical and empirical perspectives on evidenced-based diversity management
- Meta-analytic reviews of discrimination-related topics

We are particularly interested in broad, integrative papers, and those that document change, assess current practices, and project future needs and concerns. We do not see this as a forum for papers that present individual, small-scale studies relevant to a particular protected group unless they have the potential to substantively advance the literature.

We encourage (but do not require) submission of short (up to 5-page) proposals by July 1, 2011 via email to [eking6@gmu.edu](mailto:eking6@gmu.edu). The special feature editorial board will provide feedback to proposal authors, which may or may not encourage submission of a full paper. This feedback may help authors shape their ideas in advance of the **final paper deadline of January 1, 2012**.

The 50th anniversary of the CRA is an opportune time to gather together reflections of the past and the future of employment discrimination with which the growing audience of JBP can engage.





*Please join the Rouen Business School in Finland next May for the International Study Day devoted to bridging work-life balance in France...*

# Calls for Papers...

## Work-Life: Cross-national Conversations”

### International Study Day – Paris, France - May 17, 2011

Work-family and work-life issues are rapidly picking up in France. Rouen Business School will be holding an international study day to bridge the academic communities researching work-life in France or based from France, from different disciplines such as organizational behavior and management, industrial psychology, industrial relations, and sociology. The date allows participants to the Community, Work and Family Conference held in Finland **May 19-21, 2011** to combine the trips.

More information on <http://www.rouenbs.fr/fr/recherche/seminaires/1246-work-life-cross-national-conversations-international-study-day-paris-may-17th-2011>

If you wish to participate or attend, please contact **Ariane Ollier-Malaterre**, [aom@rouenbs.fr](mailto:aom@rouenbs.fr)

## Special Issue of the Journal of Managerial Psychology: “Facilitating age diversity in organizations”

### Guest editors:

Guido Hertel,  
Department of Organizational Psychology, University of Münster, Germany

Beatrice I.J.M. van der Heijden,  
Institute for Management Research, Radboud University, the Netherlands

Annet de Lange  
Department of Organizational Psychology, University of Groningen, The Netherlands

Jürgen Deller  
Institute for Strategic HR Management Research and Development, Leuphana University Lüneburg, Germany

*(continued on page 11)*



*Please join the Rouen Business School in Finland next May for the International Study Day devoted to bridging work-life balance in France...*

## ...Calls for Papers

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The objective of this special issue is to provide a platform for new research on age (and aging) effects at work, and the impact of HR strategies on individual and small group behaviour. In addition, the use of different methods and research designs are appropriate. Both empirical and conceptual contributions are welcome.

### **Possible topic areas include, but are not limited to:**

- Age differences in job-related capacities, attitudes, and/or experiences at work.
- Challenges and/or benefits of age diversity in teams and working organizations.
- Potential strengths and performance gains of older workers.
- Conceptual papers modelling or discussing age-related changes at work
- Considering different levels of analysis (individual, team, organization, and society).
- Mediating and/or moderating mechanisms of age effects (e.g., future work time perspective, perceived self-efficacy, etc.) on organizational outcome variables.
- · Age research using hybrid designs (e.g., multi-group, cross-lagged panel designs) aimed at differentiating between age, period, and cohort effects.
- · Specific HRM strategies and interventions (e.g., task design, team staffing, training, etc.) designed to facilitate age diversity, decreased stress levels, and employee wellbeing in organizations.
- · Age stereotypes and (prevention of) age discrimination.
- · Development and validation of training programs that facilitate age diversity in working organizations.
- · Cross-cultural differences in age-related research and outcomes.
- · General pros and cons of age-specific management strategies.

**The deadline for first submissions is June 1st, 2011.** Please submit manuscripts via e-mail attachment to Kay Wilkinson, Editorial Administrator for the Journal of Managerial Psychology, at [kwilkinson@emeraldinsight.com](mailto:kwilkinson@emeraldinsight.com) together with a brief note that the manuscript is submitted to the special issue on "Facilitating Age Diversity in Organizations."

Manuscripts are expected to follow the JMP submission guidelines. Please make sure that all manuscripts are 6,000 words of text or less (not counting references, tables, etc.), and the title is no more than 8 words.

[http://info.emeraldinsight.com/products/journals/author\\_guidelines.htm?id=jmp](http://info.emeraldinsight.com/products/journals/author_guidelines.htm?id=jmp)

This special issue is open and competitive. Submitted papers will undergo the normal rigorous, double-blind review process to ensure relevance and quality. Thus, all manuscripts will be subject to double-blind peer-reviews. Interested authors are encouraged to send a short exposé via e-mail to the first guest editor to facilitate a timely planning of the special issue: [ghertel@uni-muenster.de](mailto:ghertel@uni-muenster.de).

Of course, any other questions about the special issue may be addressed by contacting the guest editors via [ghertel@uni-muenster.de](mailto:ghertel@uni-muenster.de).

## What is GDO?

The domain statement of the Gender and Diversity Division of the Academy of Management covers “content relating to gender and diversity within and outside organizational boundaries including cultural, societal, and world-wide levels, and to the influence of group relations on the structuring of societies and the production of knowledge.”

### Major topics include theory and research on:

- Gender and its intersections with race, class, and other institutionalized systems of power.
- The impact of group diversity on well-being and effectiveness at individual, group, and organizational levels of analysis.
- The impact of occupational and organizational structures on marginalized and dominant groups.
- Experiences of members of different social groups, including (but not limited to) groups differentiated by gender, race, ethnicity, class, sexual orientation, gender identity, gender expression, nationality, religion, culture, (dis)ability, and age.
- The impact of organizational policies, practices, and discourses on dominant and marginalized groups, including:
  - critical examination of seemingly neutral assumptions underlying such policies, practices, and discourses, and their differential impact on these groups.
  - The intersection of work, family, and community in relation to one’s social position.
  - Institutional and structural barriers to equality and equity across social groups.
  - Processes of change that create and foster inclusion, whether from external interventions or from individuals within groups or organizations.

**Gender and Diversity in  
Organizations:  
A Division of the Academy of  
Management**



**Division Chair:**  
**David A. Kravitz**  
George Mason University  
dkravitz@gmu.edu

<http://division.aomonline.org/gdo/>

## Have a submission for the GDO Division Newsletter?

The GDO newsletter is excited to post news about our members. If you have announcements concerning conferences, calls for papers, book or article publications, or memorial announcements for those we have lost, please contact the following individuals. **E-mail contributions are preferred** (with Microsoft Word, PDF or Rich Text Format (RTF) attachments).

**Send calls for papers, announcements, or acknowledgements to:**  
The Newsletter Editor, J. Goosby Smith at [Jaye.Smith@csuci.edu](mailto:Jaye.Smith@csuci.edu)

**Send in memoriam for those GDO members we have lost to:**  
Rosanne Hawarden ([rosanne@computer-nz.com](mailto:rosanne@computer-nz.com))  
Regular mail submissions: P O Box 29-251, Christchurch, New Zealand

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