

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

Fall 1999 Newsletter

Lynn Bowes-Sperry, Editor

Michele Bowring, Associate Electronic Editor

A Message from the Chair

Laura M. Graves, Clark University

Our annual meeting in Chicago was a resounding success. The division had a record number of submissions and more program time than ever before! Moreover, the content of the program included scholarship on a wide-range of diversity issues. We are clearly making big leaps toward establishing an identity that is truly consistent with the new name of the division.

I want to applaud everyone who helped make the Chicago meeting a great success. This includes those of you who submitted your work, as well as those of you who served as reviewers. I hope that you are planning on repeat performances this year. I also want to thank Audrey Murrell for putting together a terrific, stimulating program (and arranging for us to be very well-fed). Audrey deserves a gold medal for surviving all those snafus with the Academy's web site. Special thanks also go to Jeff Greenhaus and Saroj Parasuraman for putting together a top-notch doctoral consortium. In addition, I want to express my gratitude to the Gannon Center for Women and Leadership at Loyola University Chicago for their very generous sponsorship of our preconference reception.

I am grateful to my predecessors, Lisa Mainiero and Roy Jacques. Lisa provided the division with four years of extremely competent leadership in various positions, most recently as Past-Chair. Now that she has completed her formal service to the division, she is looking forward to having more time for her own research. She has certainly earned it! Roy just stepped down as Chair and is now serving as Past-Chair. Roy is trying to catch his breath, having just relocated from New Zealand to Southern California. He is now at California School of Professional Psychology in Los Angeles. Many thanks to Roy for his excellent service to the division over the past three years. Roy, you owe us one more year!

Many exciting things are happening around the division this year! Lynn Bowes-Sperry has taken on the role of the divisional newsletter editor. We should all thank Lynn for her willingness to take on this assignment. Lynn has an absolutely crazy sense of humor. I suggest that you read this newsletter from beginning to end to make sure that you don't miss anything that Lynn has up her sleeve. Of course, it is possible that the fact that she has a newborn baby boy will dull her sense of humor. I am waiting to see. Please make Lynn's job easier by sending her any information that you want to share with other division members.

Michele Bowring, who just joined the faculty at University of Manitoba (congratulations Michele), is continuing to manage our electronic resources, including our website, the listserv

that division officers use to communicate, and the listserve that is used to distribute the electronic newsletter. In managing our electronic lists, she will be relying on information that the Academy provides. Thus, you will want to verify that the Academy has your correct email address. Please check your address information on the Academy web-site today (www.aom.pace.edu) and correct it if necessary.

Ellen Kossek (Program Chair) and Audrey Murrell (Chair-Elect/Professional Development Workshop Chair) are already hard at work putting together next year's meeting in Toronto. During the next few months, you will be hearing shouts for help from Pittsburgh (Audrey) and East Lansing (Ellen). Please sign up to help. Also, start working on your program submissions. January 2000 will be here before you know it. We want to continue to improve the size and quality of our program. The amount of program time allocated to the division is a direct function of the number of submissions. Thus, you should plan on submitting early and often (up to three submissions).

There are also some other happenings that you should know about. The Academy's Board of Governors reviews each division once every five years. This is our year to be reviewed! The review will give us an opportunity to take stock and see where we are in our second year as the Gender and Diversity in Organizations (GDO) Division. As part of the review, I will send each of you a survey sometime in the next month. Please look for the survey in your mailbox. It is very important that you complete and return the survey. Your input is critical to the health of our division.

The GDO Executive Committee will be asking you to vote on several by-laws changes. The committee believes that these changes are needed to make the by-laws consistent with our new identity as a division and to insure a smooth transition of officer responsibilities within the division. You will receive more information and a ballot soon. Please be sure to vote!

We are lagging behind other professional organizations in our use of technology. This year, we are going to study how we can use technology to serve you better. Lynn-Bowes Sperry is chairing an Ad hoc Technology Committee. For more information on this committee, see Lynn's article in this newsletter.

We are also going to consider expanding the recognition that we offer to division members. We currently offer four awards each year (Best Conference Paper, Best Conference Paper Based on a Dissertation, Sage Award for Distinguished Service, Sage Award for Distinguished Scholarship).

Please email your suggestions for new awards to Kecia Thomas at kthomas@arches.uga.edu, who will be chairing the Ad hoc Committee on Awards. In addition, I want to call your attention to the exciting oral history project that Meg Brindle, our archivist, has initiated. This project is described elsewhere in the newsletter. I hope that each of you will take a few minutes to email your reflections on the division to Meg.

Finally, I want to encourage each of you to get involved in the division in the coming months (e.g., get a new colleague to join, provide support and encouragement to other diversity researchers, serve as a reviewer). The involvement of our members is a key ingredient in maintaining the vitality of our division!

A Message from the Program Chair

Ellen Ernst Kossek, Michigan State University

GDO Awards

The Gender and Diversity in Organizations division will present several awards from program submissions to the 2000 National Academy of Management Meetings in Toronto. GDO encourages submissions that consider the effects of gender and other types of diversity in organizations. The Dorothy Harlow Distinguished Paper Award of \$500 will be presented for the best competitive paper. The division also will give an award for best paper (single-authored) based on a dissertation completed between January 1, 1998 and December 31, 1999. Questions on these awards may be addressed to Ellen Ernst Kossek at her email address: kossek@msu.edu

Submit to 2000 Toronto Program: A New Time Time is central to work and management. Accordingly, the theme of the 2000 National Academy of Management Meetings is "A New Time." Many of our different cultures operate out of differing construals of time. Addressing these can help surface implicit assumptions about time and increase appreciation of how social and technological contexts shape its experience and enactment. The year 2000 provides an apt occasion for GDO Academy members to explore beneath the surfaces of various meanings and experiences of time.

The space GDO receives on the program directly relates to the number of submissions. Please support the division by submitting your work to it. Joint symposia submitted to GDO and another Academy division are especially encouraged. Assuming the Academy web technology is cooperative, supposedly individuals may be able to submit as early as Nov. 1, 1999. Please address any questions on the program to: Ellen Ernst Kossek, the 2000 Program Chair, at kossek@msu.edu.

New Academy Submission Category

The Academy's aim during the 2000 Academy meeting is to spark new ways of thinking about, studying, and experiencing time. To this end, in addition to papers and symposia, the Academy invites a new category of submissions to the Academy meeting, visual imagery related to management and time. Expressive media will primarily include two- and three-dimensional artwork (e.g., painting, collage, photography, sculpture, mixed media, graphic design, computer-generated imagery, etc.) and poetry.

Additional information about these submissions and those to the general program is available on the web site for the 2000 meeting at <http://www.aom.pace.edu/meetings/2000>.

Highlights from 1999 Program

AOM Chicago, Illinois

Audrey Murrell, University of Pittsburgh, 1999 Program Chair

Program Highlights

The 1999 GDO program was a tremendous success! The GDO division sponsored the 8th

largest number of sessions at the AOM meeting including 3 showcase symposia, 18 jointly sponsored symposia, 2 division symposia and over 40 paper sessions. The GDO program featured special sessions on the media and academe, an activity jointly sponsored with the MED and OCIS divisions. This year's program chair, Audrey Murrell (Pittsburgh) would like to acknowledge the hard work of all reviewers, session chairs, discussants and program contributors. Your efforts helped to make the 1999 program a marvelous success.

Special Issue Planned

I am pleased to announce a special issue tentatively titled, "Gender and Diversity in Organizations: Surveying the past, shaping the future. The special issue editors will be Audrey Murrell (Pittsburgh) and Erika Hayes (Emory). Invitations for submission are being sent to participants in the 1999 program in Chicago. This special issue is planned for completion by April, 2000 and is an exciting opportunity to highlight the cutting-edge work produced in our area. We would like to give special acknowledgement to the editor of Sex Roles, Sue Zalk (CUNY) for her support of our division. For more information, contact Audrey Murrell at amurrell@katz.pitt.edu.

1999 Sage Award for Scholarly Contributions to Management

Gayle Baugh, Chair of Awards Committee, University of West Florida

The Sage Award for Scholarly Contributions to Management is awarded annually to an individual judged to have made an outstanding contribution to research on diversity in organizations. The committee makes this judgment based on the individual's publication record in the field.

Congratulations to Dr. Laura M. Graves, who was the recipient of the Sage Award for Scholarly Contributions.

Dr. Kathryn Bartol, in a letter nominating Dr. Graves, wrote: One of her excellent contributions to the field is her article, "Demographic diversity in decision-making groups: The experience of women and people of color." The model of the focal individual's experience in a diverse work group, the typology of exchange for outgroup members, and especially the model of developmental change in diverse groups all provide useful underpinnings for further research and have important practical implications as well. This article will be well cited for many years to come."

Sage Publishing and its representative, Ms. Marquita Flemming, have given their strong support for this award over a number of years, and are deserving of the Division's gratitude and acknowledgement. The Sage Award Committee members also worked hard, and I would like to commend their effort. Committee members are: Roya Ayman, Rosemary Booth, Brenda Duckworth, and Robert Sardy.

The Division has another award, as well. The Janet Chusmir Service Award is presented to a nominee who has made an outstanding contribution to the Division and who has personally provided support for women in the field. The award was not presented this year, but we hope that we will have nominations for this award for the year 2000.

Nominations for 2000

Please send nominations, especially those for the Service Award! I'm waiting anxiously to read them. In order to nominate a person for either award, please send five copies of a letter of nomination, five copies of the nominee's vita, and a stamped self-addressed postcard to acknowledge receipt, to me by March 17, 2000 to this address:

Gayle Baugh
Chair, Sage Scholarship & Awards Committee
Department of Management and MIS
University of West Florida
11000 University Parkway
Pensacola, Florida 32514-5752

REFLECTIONS Wanted for Archives***Meg Brindle, Archivist, George Mason University***

Recently, I was asked to perform the task of archivist for the Division. At first glance, I thought, 'Well, okay, being involved is good (but what a dull task to compile a bunch of papers for antiquity!). I quickly recalled how I have used archives for my own work in researching such areas as identity formation, the development of shared meaning and the formation of networks. What I have found most interesting in archival work are the statements, perceptions and expressions of the people who make up the organizations.

In keeping with this, I am asking for your statements about what the Gender and Diversity in Organizations Division means to you. The plan is to compile these statements for the archives and, as Laura Graves thought, also to share some of the reflections at our meeting in Toronto (yes, "upcoming," even if your bags aren't yet unpacked from Chicago!). As you know, the theme of next year's meeting is 'time' and so reflections may be particularly appropriate.

What I am looking for are your personal reflections, statements or paragraphs concerning the Division. 'What does the Division mean to me?' It is an open-ended question and can reflect such areas as your role, friendships, advice, and support networks; intellectual, academic and/or career growth. Whether the Division has been central or peripheral to your career, personal reflection is the only framework. Statements do not need to be long. Keeping it simple would be easiest for all of us at this time of year. Please send them to me, Meg Brindle at mb4y@andrew.cmu.edu.

GDO Technology Committee: Looking for a Few Good Members***Lynn Bowes-Sperry, Technology Committee Chair, James Madison University***

As Laura mentioned, we have formed an ad hoc committee to examine the use of technology in our division. This committee will identify and evaluate ideas for improving our use of technology. For instance, the committee will consider issues such as: 1) How might we improve the division web site (which is located at <http://www.aom.pace.edu/gdo/>)? and 2) Should we move to an entirely electronic newsletter?

I am looking for individuals who are willing to serve on this committee (which, thanks to

technology, will hold virtual meetings). Serving on this committee is a great way for newcomers and "lurkers" to get involved in the division.

If you are interested in serving on this committee or just want to make suggestions, e-mail me at bowesslx@jmu.edu.

Committee Chairs

Please contact the individuals listed below if you are interested in serving on the following committees:

Sage Awards Committee,
Gayle Baugh, U. of West Florida

Dorothy Harlow Best Paper Award Committee
Elaine Yakura, Michigan State U.

Sage Best Dissertation Award Committee
CV Harquail, U. of Virginia

Membership Committee
Jasmine Tata, Loyola U. Chicago

Media Committee
Ellen Kossek, Michigan State U.

Nominating Committee
Roy Jacques, CSPP Los Angeles

Archives Committee, Meg Brindle
George Mason University

1999 2000 Officers; Gender and Diversity in Organizations

Chair: LAURA GRAVES, Clark University

Chair-Elect: AUDREY MURREL, University of Pittsburgh

2000 Program Chair: ELLEN ERNST KOSSEK, Michigan State University

Past Chair: ROY JACQUES, California School of Professional Psychology - Los Angeles

Newsletter Editor: LYNN BOWES-SPERRY, James Madison University