

## **Gender and Diversity in Organizations**

### **Summer 1999 Newsletter**

#### ***A Division of the National Academy of Management***

***Michele A. Bowring, Editor***

### **Message from the Chair**

***Roy Jacques, University of Otago***

Now that the Spring election results are in and confirmed, the division would like to recognize people in new divisional leadership positions. Next year's Program Chair will be Ellen Ernst Kossek. The incoming Newsletter Editor will be Lynn Bowes-Sperry. The new Executive Committee members will be [alphabetically] Bernardo Ferdman, David Ford, Deborah Meyerson, Karen Proudford and Kecia Thomas. The other divisional officers will be Laura Graves, Chair; Audrey Murrell, Preconference Chair and myself, Roy Jacques, Past Chair.

I find it gratifying to note the extremely high quality of the people who have been put forward for the elections, including those who were not elected this time. Their interest and abilities are also appreciated and they will, hopefully, put themselves forward another time. If we look at the contributions to date of those coming onto the executive committee, we find that their publishing, conference activities and other professional experiences add impressively to making the domain of gender and diversity issues vital and recognized. I think that we as a division also benefit from an executive committee that is beginning to look less like 'WIM' and more like 'GDO.' As I pass the Chairship on to Laura Graves, the composition of our division's leadership leaves me with a feeling of great optimism and hope.

### **Highlights from the 1999 GDO Program**

***Audrey Murrell, Program Chair, University of Pittsburgh***

This year, the GDO program will feature three Showcase Symposia. The first symposium, jointly sponsored by GDO and the International Management Division, is entitled, "Cultural Complexity in the Workplace: Asian and Hispanic Dialogues on the Journal Toward Pluralism" and is chaired by Ana Maria Reyes (Penn) and Elaine Yakura (Michigan State). This will be followed on Monday afternoon by a symposium, chaired by Cliff Cheng (USC), on the issue of "Genetic Testing, Privacy and Employment Discrimination". On Wednesday afternoon, the topic of "Developmental Entrepreneurship" will be the focus of a showcase symposium chaired by Craig Galbraith (UNC, Wilmington). These three showcase symposia represent the interdisciplinary value of the work conducted by members of our division as well as the important visibility that these efforts have generated for this year's program.

Our opening session will focus on the issue of work and family and will feature papers on models of pluralism in work/life balance and handling multiple roles for managerial women. The day continues with sessions on such topics as careers, affirmative action, sexual

harassment and workplace diversity. Tuesday morning will feature our traditional division breakfast followed by sessions on "Careers as life Journeys" and "Identity Journeys into a Pluralistic World". This day promises to be full of interesting dialogue and innovative sessions with a special afternoon session entitled, "Organizational Talk: The Transformation Potential of a Feminist Approach". Wednesday's sessions will feature diversity within teams, setting an agenda for future research on sexual harassment and women as entrepreneurs. We have an exciting and very diverse program that is a compliment to the positive impact of the change in our division's domain and scope.

Similar to last year, each division was given time on the program for a special session that should be interactive, interesting and innovative. The GDO Division in conjunction with MED and ODC will hold a discussion entitled, "Changing Views and Viewing Changes: Conversations on the Interplay between the Academy and the Media - Discussion with Tom Petzinger of the Wall Street Journal". The panel will be chaired by Ron Purser (San Francisco State) and will feature in addition to Tom Petzinger, Debra Meyerson (Simmons), William Torbert (Boston College) and Jane Seiling (BPG). This is an exciting opportunity to discuss with members of two other divisions the interplay between our roles as academics and potential agents of change.

Remember that you can log on to the academy's website at <http://www.aom.pace.edu/aom/htmlprogram/> and download your copy of the entire program or create a "personal" version of the program that highlights the GDO-sponsored session. This is a terrific innovation and my acknowledgement to Andy Van de Ven, Academy Program Chair and the entire group at Minnesota for creating such a powerful tool for our use.

One innovation for this year's program is the role of "facilitator" for the interactive paper session. Individuals have volunteered for this role which is targeted at increasing the interaction and exchange of dialogue during this part of the academy program. We'll be watching closely to see how the members of the GDO division receive this creative approach to interactivity. Be prepared to share your feedback as an observer, participant or both.

Key things to keep in mind:

GDO Breakfast Meeting - Tuesday 7:30am - 8:30am

GDO Business Meeting - Tuesday, 5:30pm - 6:30pm

GDO Social Hour - Tuesday, 6:30pm - 8:00

All GDO gatherings take place in the Hyatt West, Stetson F

Special thanks to all members of the division for their efforts as reviewers, roles as chairs, discussants and facilitators for producing an extraordinary body of work that will yield an excellent program. See you in Chicago!

### **Pre-Conference Activities Reminder**

***Ellen Fagenson - Eland, George Mason University***

Breakfast and Networking: Forming New Partnerships for Conducting and Publishing your Research

Do you need help or "new blood" on a research project? Would you like to expand the number of publications that you have? If the answer is yes, this pre-conference session to be held from 8:30-10:30 am on Sunday August 8th is definitely for you.

Here's our goal. We want people to network for a purpose - to expand the number of publications they have on their vita. We will help you do this by asking each of you to describe what you are looking for to begin, complete or expand your research/writing project(s). We will ask you to share some of the following information:

Research/publishing needs (examples: a finished manuscript reader, advice on (anything), a co-author who can provide a database, help on a revision, research sample, write up of a completed project, connections, a data collector, etc.)

Research interests (examples: sexual harassment, glass ceiling, career paths, technology, legal issues, etc.)

Background and expertise (examples: bring a vita, copies of articles, indicate your degree granting institution, indicate your motivation level, bring someone who can attest to your competence, bring yourself, etc.)

Resources and skills (examples: I'm great at statistics, I have a great database, I have great connections, I love to write, I have a great idea for a project, I have been invited to write a chapter and need a co-author, I like to work on revisions, etc.)

Time availability (examples: lots of time in the Fall, can devote one day a week, can work during the breaks and summer, I can devote every day to a project, etc.)

We need senior and junior people to make this work. We don't see this as an altruistic session. We want you to get what you need out of it, including co-authorships on publications, help with your work, authors for a book, etc. Individuals who do not have colleagues with similar interests or Ph.D. students to work with at their institutions can really benefit from this session. Senior level people who are invited to work on an article or are in charge of a number of projects can find individuals who can work on these projects with them. Individuals who want to network for a purpose should definitely attend.

There will be food and rewards for coming. Space is limited, so make your reservations now. We will take walk-ins, space permitting. Please contact Co-Chairs (one will be fine): Ellen Fagenson-Eland (George Mason University) email:[fagenson@gmu.edu](mailto:fagenson@gmu.edu) (upgrading software so send a copy to my secretary - [kessenic@som.gmu.edu](mailto:kessenic@som.gmu.edu)) phone:703-993-1815, fax:703-993-1870 Belle Rose Ragins (University of Wisconsin at [Milwaukee](#)) [email:ragins@uwm.edu](mailto:email:ragins@uwm.edu)

## **1999 GDO Doctoral Consortium**

**August 6 & August 7, 1999 in Chicago**

***Jeffrey Greenhaus & Saroj Parasuram, Doctoral Consortium Co-chairs***

The 1999 GDO Doctoral Consortium features an array of prominent scholars who will present

different perspectives on academic careers, highlight emerging research issues in gender and diversity, and share their views on the research process. Sessions include "Finding a Job That's Right for You," "New Directions for Research on Gender and Diversity," "The Journal Review Process as a Vehicle for Improving Research," and "Developing a Research Program."

The Consortium begins on Friday August 6 at 6 pm and concludes on Saturday August 7 at 12:30 pm. All sessions will be held at the Hyatt.

Students who wish to participate in the GDO Doctoral Consortium must be nominated by a faculty member at their institution. Nominations should reach Jeff Greenhaus (Greenhaus@drexel.edu) or Saroj Parasuraman (Saroj@drexel.edu) no later than JULY 30, 1999. The nomination should include the nominated student's name, address, and email address.

#### Participating Faculty:

Michael B. Arthur, Suffolk University  
Ella E. Bell, University of North Carolina, Charlotte  
D. Anthony Butterfield, University of Massachusetts  
Martin N. Davidson, University of Virginia  
Michelle Duffy, University of Kentucky  
Robin Ely, Columbia University  
Alison Konrad, Temple University  
Suzan Lewis, Manchester Metropolitan University  
Denise Rousseau, Carnegie-Mellon University  
Virginia E. Schein, Gettysburg College  
Jason Shaw, Drexel University  
Phyllis Tharenou, Monash University  
David A. Thomas, Harvard University

The GDO Preconference Reception will take place immediately following the workshop. Please stop by and greet your colleagues, even if you are unable to attend the workshop.

#### **Reviewers Wanted!**

##### ***Ellen Ernst Kossek, GDO Program Chair, 2000 meetings***

I would like people to email me their name, full address, email, phone and fax if they are willing to review for the 2000 program in Toronto. I would also like to know what topics and methodologies they are the most familiar with. My address is: Dr. Ellen Ernst Kossek, School of Labor and Industrial Relations, 437 South Kedzie, Michigan State University, East Lansing, Michigan 48824- 10320

#### **Officers - Gender and Diversity in Organizations Division, 1998-99**

Chair: Roy Jacques, University of Otago  
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Chair-elect/ Preconference chair: Laura Graves, Clark University  
Email: lgraves@clarku.edu

Program Chair: Audrey Murrell, University of Pittsburgh  
Email: amurrell@vms.cis.pitt.edu

Doctoral Student Consortium Co-Chairs: Saroj Parasuraman / Jeff Greenhaus, Drexel University  
Email: parasurs@duvm.ocs.drexel.edu  
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Past Chair: Lisa Mainiero, Fairfield University  
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#### Executive Committee

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Stacy Blake Harvard U.  
Cliff Cheng U. of Southern California  
Elizabeth Cooper University of Rhode Island  
Joyce Fletcher Simmons Grad. School of Mgmt.  
Cherlyn Granrose Claremont Graduate School  
C.V. Harquail University of Virginia  
Robin Johnson University of Virginia  
Ellen Ernst Kossek Michigan State U  
Joan (Jay) Mahoney Montclair State U  
Fiona McQuarrie Univ. College of the Fraser Valley  
dt ogilvie Rutgers University  
Jack Ruhe St. Mary's University  
Gregory Stephens Texas Christian U.  
Linda Stroh Loyola University of Chicag  
Elaine Yakura Michigan State University