

Gender and Diversity in Organizations

A division of the Academy of Management

Summer 2002 Newsletter · *Mary E. Graham, Clarkson University, Editor*

A Message from the Program Director ...

Elizabeth Cooper, University of Rhode Island

By now you should all have received your programs for Denver. In my completely unbiased opinion, we have the best program to date! Of course, this is much more a representation of your work than mine! I want to thank all who helped with the program by sending in papers or symposia, by reviewing and/or by volunteering to participate in a session. I am proud to say that 135 people helped review papers. The more who participate the better. If I forgot your name, I am truly sorry. Let me know and I will be sure to mention you at the meeting!

There are some very important events on our program which I hope you will be able to attend. We are starting on Monday morning with a Welcoming Breakfast. We are particularly welcoming new members, so bring a friend! Later at 2:30, our Guest Speaker will be Anne Huff. A past President of AoM, Anne's topic is entitled "The Wives of the Organization" and promises to be a fascinating hour. Monday ends with our Divisional Meeting at 5:30 followed by our Social Hour (Convention Center, A109, A110, respectively). I can't wait to see everyone!

Choosing which sessions to attend will be difficult as there are many terrific paper sessions and symposia being offered. My goal was to keep competition between GDO sessions to a minimum which became difficult when so many of our papers were accepted into Shared Interest Tracks and 11 Symposia were accepted jointly by more than one Division and two Symposia were chosen as Showcase Symposia! Don't forget the Interactive Paper sessions. These give you a chance to talk with presenters in a more relaxed setting and truly share ideas. With the few sessions I scheduled myself, I tried to avoid conflicts and offer a variety of sessions in each time frame. I know that no matter what you decide, the session will be terrific.

The program is filled with new and innovative ideas and research. I hope you will stay with us through out the conference as the material on Wednesday is as good as on Monday! I look forward to seeing you all and enjoying the fruits of your labors! See you soon.

A Message from the Chair ...

Ellen Kossek, Michigan State University

On behalf of the GDO Division, I would like to thank Betsy Cooper for an outstanding job in

putting together the 2002 Program. Thank you too to all authors for submitting your work to the GDO Division, and to the many of you who served the Division by reviewing submissions.

I second Betsy's invitation for you to attend the GDO business meeting and cocktail hour on Monday August 12 at A109 Convention Center. The business meeting will be from 5:30-6:15 and the cocktail hour will be from 6:30-8:00 next door in A110 Convention Center. Come share your ideas, get involved and see your fellow members honored.

See you at the Meetings!

2002 GDO Professional Development Workshops

Bernardo Ferdman, Alliant International University

All Academy Members are invited to attend GDO professional development workshops, and doctoral students are invited to attend our GDO doctoral consortium. Sessions are described below. For more information, please contact GDO PDW Chair Bernardo Ferdman at bferdman@alliant.edu, or the organizers listed with the sessions below.

Diversity and Diversimilarity: Exploring the Journey from Theory to Practice, Friday August 9 (1 to 4 p.m). This workshop will be facilitated by Joseph Ofori-Dankwa, David L. Ford, Jr., and Robin D. Johnson. It is intended to 1) explore what it takes to develop a diversity-related theory that has practical relevance, and 2) explore what it takes to effectively develop consulting approaches and methodologies that have theoretical integrity. Pre-registration is encouraged but not mandated. Enrollment is limited. Please contact Joseph Ofori-Dankwa (oforidan@svsu.edu), preferably by July 29th.

Building Community & Inclusion: Dialogues about Diversity & Networking In and Around Organizations, Saturday August 10 (8:30 am to 6:30 pm). This daylong event will use a highly participative "open space" design. A group of experienced facilitators/conveners who are also prominent diversity scholars (S. Gayle Baugh, Stacy Blake-Beard, Ronald J. Burke, Donna Chrobot-Mason, Parshotam Dass, Martin N. Davidson, Marta Elvira, Robin Ely, Bernardo M. Ferdman, Erika Hayes James, Audrey J. Murrell, Joseph Ofori-Dankwa, Belle Rose Ragins, Peggy Stockdale, Jasmine Tata, Kecia M. Thomas, Carolyn Wiethoff, Elaine Yakura) will lead us in dialogue and interaction to address the ideas that participants really care about. Beyond allowing us to share what we know (and what we would like to know) about gender and diversity as they relate to building effective and inclusive networks, the workshop is designed to help us to continue to build an effective and inclusive community/network for learning about gender and diversity in and around organizations. While attendance for the complete day is preferred, it is not required. All Academy members are welcome. Pre-registration is highly encouraged (though not required), to allow better planning for and use of the day. Please contact Bernardo M. Ferdman (bferdman@alliant.edu) as soon as possible and preferably by July 8th.

Networking and Research Workshop, Sunday August 11 (9:00am to noon). Back by popular demand! Mark your calendars and palm pilots for our 4th annual Two Heads are Better

than One Research and Networking Workshop. This workshop will give you the opportunity to discuss your research in progress, connect with old friends, and meet new friends, collaborators and colleagues. You will enjoy a stimulating and interactive session designed to help you move forward in your research, networking, and career. Just bring your ideas, dilemmas, questions, solutions, needs, and wants and we'll help you connect with folks who have what you need. This workshop is sponsored by the Mentoring committee of GDO and will be facilitated by Stacy Blake-Beard (blackest@gse.harvard), Max Wortman (mwortman@iastate.edu), and our three co-chairs: Ellen Ensher (eensher@lmu.edu), Ellen Fagenson-Eland (efagenso@gmu.edu) and Belle Rose Ragins (ragins@uwm.edu). Please contact Ellen Ensher to sign up for the workshop and for additional information.

Doctoral Consortium. All doctoral students are invited to the GDO Doctoral Consortium from Fri. night August 9, to noon Sat. August 10. Interested students should contact Kecia Thomas at kthomas@uga.edu. More details are below ...

2002 Doctoral Consortium – “Finding Your Place”

Kecia Thomas, University of Georgia

This year's doctoral consortium is comprised of a series of informal exchanges with peers and colleagues on the topic of finding and creating one's place. This series of conversations is offered with the intent of helping doctoral students network with others in the field and explore issues related to the development of one's scholarship as well as career. Interested students should contact Kecia Thomas at kthomas@uga.edu.

Friday afternoon, August 9, 2002

3:00-4:30pm

Session I. Finding your network.

The goal of this initial session is to assist students in learning about the work of their peers as well as how other researchers are finding their network and creating their own place as diversity scholars.

Panelists: Derek Avery, Saint Joseph's University, C. Douglas Johnson, Winthrop University, Patrick McKay, University of Wisconsin, Milwaukee, Audrey Murrell, University of Pittsburgh, Marcus Stewart, University of Georgia

4:45-6:15pm

Session II. Finding your place in the job market.

This panel should provide students with unique insights regarding the job market. Academic administrators and faculty from a variety of campuses join diversity practitioners in discussing the expectations for newcomers to their particular work setting.

Panelists: Scott Button, Personnel Decisions International, dt ogilvie, Rutgers University, Marian

Ruderman, Center for Creative Leadership, Stacy Blake-Beard, Harvard University, Kecia Thomas, University of Georgia

7:00 pm *Dinner.* Doctoral consortium participants and panelists are encouraged to meet for dinner to continue conversations and to network.

Saturday morning, August 10, 2002

7:30am-8:30 ***Continental Breakfast.*** Continue networking over breakfast

8:30-10:00

Session III. Finding a place for your scholarship.

The intention of this panel is to provide students with guidance in regards to the publication of diversity scholarship. Book and journal editors along with recent winners of GDO's Dorothy Harlow award for "Best Paper," will discuss the publication process for diversity researchers.

Panelists: Erika James Hayes, University of Virginia, Belle Rose Ragins, University of Wisconsin at Milwaukee, Peggy Stockdale, Southern Illinois University, Donna Chrobot-Mason, University of Colorado at Denver

10:15-11:45

Session IV. Finding your place in the community of diversity scholars.

The final panel will focus on the role of the GDO in the support and mentoring of diversity scholars across career stages. This will be a joint session with the GDO Pre-conference program. Questions generated by participants will be used as points of discussion for this session.

Panelists: David Ford, University of Texas at Arlington, Jasmine Tata, Loyola University of Chicago, David Thomas, Harvard University, Jan Cleveland, The Pennsylvania State University

2002 Management Education PDW of Interest to GDO Members

Stella Nkomo, University of South Africa

All GDO Members are invited to the following PDW Session sponsored by the Management Education Division: Learning through Human Experiences: Corporate Women, Corporate Lives (Sunday, 9:30-11:00 a.m.).

This session will feature Stella Nkomo and Ella Bell discussing their book, "Our Separate Ways: Black and White Women and the Search for Professional Identity." The focus will be on what the women learned from their experiences and use of narratives for understanding human experiences. To preregister for the session please contact Stella at nkomosm@unisa.ac.za

GDO-L List Manager Seeks Your Opinions

Jeanie Forray, Western New England College

In April, I queried subscribers to GDO-L, our discussion list, regarding various issues. Many thanks to those of you who responded! Your comments and suggestions are much appreciated and will be discussed by the Executive Committee in August. If you didn't see the message, or would like to send your comments now, here are the questions:

- 1) Do you feel that the GDO-L is meeting its intended purpose? (The list is open to GDO members only and is intended to serve as a forum for discussion of theory, pedagogy, research, academe, calls for papers and conferences, as well as job announcements and other concerns relevant to the GDO membership.)
- 2) Are there changes or enhancements that you would like to see become a part of the list management?
- 3) What do you think of the level of activity on the list? Would you like to see more activity? Less activity? Different kinds of activity?
- 4) Why do you (or don't you) post to the list?

Please send your comments to me at jforray@wnec.edu or jforray@aom.pace.edu

Position Opening

The Department of Psychology at the University of Colorado at Denver anticipates a one-year position for Director of the Industrial/Organizational Psychology Master's Degree program, beginning August 2002. Although this is an interim position, the candidate will be eligible to apply for a permanent, tenured position which will begin in Fall, 2003. Applicants must possess experience commensurate with a rank of full or associate professor. Evidence of excellence in research, teaching, and leadership is required. The Psychology Department of CU-Denver offers B.A. and B.S. degree programs, M.A. degrees in both Clinical and Industrial/Organizational Psychology, and is affiliated with a Ph.D. degree program in Health and Behavioral Sciences. The University of Colorado at Denver is located on an attractive downtown campus, close to Denver's thriving cultural and entertainment center. The campus reflects the Denver metropolitan area's rich ethnic diversity. A CV, statement of research and teaching interests, three letters of reference and representative reprints and preprints should be sent to Dr. Peter Kaplan, Chair, Industrial/Organizational Psychology Search Committee, Dept. of Psychology, Campus Box 173, University of Colorado at Denver, P.O. Box 173364, Denver, CO 80217-3364 (FAX: 303-556-3520), e-mail inquiries to pkaplan@carbon.cudenver.edu Review of applications will begin immediately and continue until the position is filled. Information about the department and university is available at <http://www.cudenver.edu/public/psych>. EEO/M/W/D/V. The Colorado Open Records Act applies.

GDO Member Accomplishments

Congratulations to the following GDO Members and Friends!

Michele J. Gelfand (University of Maryland, Organizational Psychology), who won the prestigious Ernest McCormick Distinguished Early Contributions to Industrial and Organizational Psychology Award, Society for IO Psychology, in April 2002.

Mary E. Graham, on being a co-recipient of the Annual "Outstanding New Teacher Award" at Clarkson University.

Max Wortman, Distinguished Professor of Management, on his election as President of the Faculty Senate at Iowa State University in May 2002. He also won the 2002 University Award for International Work.

David Clutterbuck & Belle Rose Ragins on the 2002 publication of their book: Mentoring and Diversity: An International Perspective. Oxford: Butterworth-Heinemann.

Carolyn Wiethoff, on receiving the Indiana University Student Alumni Association's "Student Choice" award for outstanding faculty.

Joy A. Schneer & Frieda Reitman on publication of their article in the Journal of Business Ethics (vol. 37, #1) April 2002: "Managerial Life Without a Wife: Family Structure and Managerial Career Success." They note that the whole issue should be of interest to GDO Members since it is focuses on "Advancing Women's Careers: Current Status and New Directions. "

Lotte Bailyn, Massachusetts Institute of Technology, on publication of a new book: Beyond Work-Family Balance: Advancing Gender Equity and Workplace Performance, by **Rhona Rapoport, Lotte Bailyn, Joyce K. Fletcher**, and **Bettye H. Pruitt**, Jossey-Bass, 2002. The book is based upon their action research projects in organizations to redesign work to help both employees' lives and effectiveness in an equitable way.

A Book Recommendation from the Newsletter Editor ...

Hammond, Theresa A. *A White-Collar Profession African American Certified Public Accountants since 1921*. Chapel Hill: University of North Carolina Press.

Cloth: ISBN 0-8078-2708-8

Paper: ISBN 0-8078-5377-1

Summary from the UNCpress web site (<http://uncpress.unc.edu/books>):

Among the major professions, certified public accountancy has the most severe underrepresentation of African Americans: less than 1 percent of CPAs are black. Theresa Hammond explores the history behind this statistic and chronicles the courage and determination of African Americans who sought to enter the field. In the process, she expands our understanding of the links between race, education, and economics.

Drawing on interviews with pioneering black CPAs, among other sources, Hammond sets the stories of black CPAs against the backdrop of the rise of accountancy as a profession, the particular challenges

that African Americans trying to enter the field faced, and the strategies that enabled some blacks to become CPAs. Prior to the 1960s, few white-owned accounting firms employed African Americans. Only through nationwide networks established by the first black CPAs did more African Americans gain the requisite professional experience. The civil rights era saw some progress in integrating the field, and black colleges responded by expanding their programs in business and accounting. In the 1980s, however, the backlash against affirmative action heralded the decline of African American participation in accountancy and paved the way for the astonishing lack of diversity that characterizes the field today.

About the author

Theresa A. Hammond is associate professor of accounting and Ernst and Young Research Fellow in Diversity Studies at the Wallace E. Carroll School of Management at Boston College.

Calls for Papers

Special Issue of: Gender, Work and Organization, "Beyond Boundaries: towards fluidity in theorising and practice"

Guest Editors: Alison Linstead and Joanna Brewis, University of Essex, UK

Although the study of gender is a relatively new entrant to work and organisation theory, analyses to date have reflexively addressed whether such theory has been blind to gender or in fact has suppressed it as a fundamental issue. Identifying gender as a credible topic in this discipline, however, has largely involved establishing the idea of difference in terms of masculinity and femininity, predominantly in a dichotomous form. It is only more recently that contributions to the gender, work and organisation debate have recognised degrees of difference that are usually expressed in terms of multiple forms of masculinities or femininities. Nonetheless, even this idea of multiplicity leaves the binary divide in place in that masculinities and femininities are seen as having multiple forms which still exist in a binary relation to each other. The hierarchical nature of the gender binary, as expressed by theorists such as Jacques Derrida and Hélène Cixous, renders the feminine subordinate, Other, to the masculine centre or logos. The question therefore remains as to whether it is possible to achieve greater equity in practice with a binary form of thinking which inevitably reproduces such a hierarchy. In the broader arena of social science and philosophy there have been some attempts to dissolve these gender binaries to further explore the fluidity of gender identity, but this area of inquiry has scarcely begun to be acknowledged in work and organisation theory. In this special edition we wish to explore ways of thinking about gender beyond binary distinctions, theorising gender multiplicity and performing and enacting gender fluidity in the context of work and organizing. More specifically we welcome papers from international contributors which focus on the following areas:

- Dissolving difference
- Performing gender
- Gender identities, power and desire
- Transsexuality, transgenderism and bisexuality
- Queer theory
- Postmodern epistemologies and methodologies
- Gendering change
- (De)sexed bodies
- Praxis and fluidity
- Virtual organisation and gender fluidity
- Representations of gender in popular culture and cultural anthropology

- Geographies of identities and difference
- Gender technologies and prostheses which disrupt bodily boundaries
- Globalisation, translation, cross-cultural differences and how gender discourses 'travel'

This list is not intended to be exhaustive, but rather indicative of areas which might be relevant to debates around gender fluidity in work and organization theory.

Please send full papers in the Gender, Work and Organization format, preferably in the form of an e-mail attachment in Word 97, to both organisers by September 1st 2002 for consideration in the special issue.

For informal discussion please contact the following:

Alison Linstead: alinst@essex.ac.uk >Tel: + 44 (0)1206 873766; Fax: + 44 (0)1206 873429

Joanna Brewis: jbrewis@essex.ac.uk >Tel: + 44 (0)1206 873813; Fax: + 44 (0)1206 873429

Gender, Work and Organisation: <http://www.blackwellpublishers.co.uk/journals/gwao>

Submissions for GDO Newsletter

If you:

- Have information to share with other GDO Members
- Have suggestions for improving the newsletter
- Member accomplishments are welcomed and encouraged.

Please send submissions, suggestions, and questions to Mary Graham at: grahamm@clarkson.edu or 315.268.6431