

Gender and Diversity in Organizations

A division of the Academy of Management

Summer 2003 Newsletter · *Elizabeth Weatherly, University of Alabama in Huntsville,*
Editor

A Message from the Chair...

Gayle Baugh, University of West Florida

Dear GDO Colleagues:

It has finally come to the time of year that I truly love—summer! The weather here in northwest Florida is perfect, with no hurricanes likely to appear before the end of the summer, I am done with the daily grind of teaching classes, and I can now relax a little and turn my attention to research-related pursuits. I hope that this column finds you also enjoying a few minutes to take a breath and remember what it is that we love about this profession.

It is not too early to be thinking about seeing your friends and colleagues at the Academy of Management meetings in Seattle in August. I know that I start planning my schedule now, despite the fact that I rarely stick to it! As you are making your plans, please look carefully at what the Gender and Diversity in Organizations Division has to offer during both the pre-conference and the conference days. I may be a little biased, but I think that GDO has some of the most interesting sessions on the program! I'll let **Martin Davidson** and **Bernardo Ferdman** tell you about the professional development workshops and the conference program, respectively, as they own the "bragging rights." Both have worked incredibly hard to put together programs that include both breadth and depth.

As you're working on that schedule, please remember to include the GDO Business Meeting and Social Hour. You can catch up on events within the Academy and the Division at the Business Meeting, as well as see your colleagues honored with awards for research and service. You will also have opportunities to become more involved in the Division ("GDO WANTS YOU!"), as either **Betsy Cooper** (the incoming Division Chair) or I will be looking for volunteers for committees and other activities. And the Social Hour offers time for good conversation with some of the greatest folks in the Academy.

One item on this year's agenda for the Business Meeting is planning how to celebrate the Division's 20th anniversary! As most of you know, the Division began as the Women in Management Interest Group, became the Women in Management Division, and then re-defined itself as the Gender and Diversity in Organizations Division. The anniversary celebration will give us a chance to thank some of those people who took up the burden of developing and nurturing the Division in its early years. The existence of this Division gives all of us, who teach and conduct research on diversity, an outlet for our work at the Academy and

an easily identified group of supportive colleagues. For all of that, I am grateful to the Division's founders. The existence and strength of the Division is a cause for celebration, so I encourage you all to come help in the planning, and let's make some noise next year!

As I write this column, the results of the Division elections are not yet available. [Note from editor: see results below.] But I would like to thank all of the individuals who were willing to stand for election and to wish the best to the newly-elected Division officers and Executive Committee members (you can read about them in this newsletter), including Betsy Cooper, Bernardo Ferdman, and Martin Davidson. You all have no idea what pleasures await you—and I do NOT mean that remark sarcastically! I want the members of the Division to know that you have been well served by the current officers and members of the Executive Committee. They have taken time and effort to look out for the welfare of the Division and its members for no compensation and very little recognition. Please remember to thank them whenever you might come into contact. They have always had the best interest of the Division in their minds and their hearts.

Finally, I want to thank each one of the members of the Division. I have never before had the pleasure to serve an organization in which member so readily stepped forward to do whatever was needed. I have on occasion been brought to tears by the incredible generosity of the Division's members. I know that you have been equally helpful to Betsy, Bernardo, and Martin, and will no doubt continue in the same vein.

I look forward to seeing many of you at the meetings in Seattle. For those of you that are unable to attend the meetings, please know that you will be missed. And what else can I say about GDO? You're simply the best!

Election Results

Our new PDW Chairperson, who will succeed to the positions of Program Chair, Division Chair-Elect, and Division Chair, is **Myrtle Bell**. We are so pleased to have her expertise and energy for the GDO. Our new Executive Committee members are **Lotte Bailyn**, **Keith James**, and **Kecia Thomas**. The GDO will be well served by these individuals and we are happy to welcome them to the Executive Committee.

We appreciate very much the willingness to serve the GDO displayed by Lynne Bowes-Sperry, Jeanie Forray, Mary Graham, and Carolyn Wiethoff. All have given generously of their time, energy, and expertise in various positions on the Executive Board, and appreciate their commitment to the Division.

The Division was very lucky in that we had a wealth of expertise and leadership available to us. Please remember to thank all of these individuals for their support for the Division and to welcome the new members of the Executive Committee. And thanks to each one of you for taking the time to vote. I especially thank those folks who experienced some of the frustrations of a non-responsive elections web site, but persisted, anyway!

I look forward to seeing many of you at the meetings in August. If you have any comments, concerns, questions, or

suggestions, please feel free to contact any Board member or me. And it's not too early to be thinking about our 20th anniversary celebration next year! -- Gayle

A Message from the Program Director...

Bernardo M. Ferdman, California School of Organizational Studies, Alliant International University

Greetings! I hope that each of you is well and as excited as I am about this year's GDO program in Seattle. First of all, a big "thank you" for your hard work to all those who submitted papers and/or symposia and to all those who served as reviewers. We received a superb set of submissions this year, and the resulting program includes a great variety of papers and symposia that I believe reflect the full richness of current work on gender and diversity in organizations.

I've included the full GDO program for your perusal [scroll to end of newsletter], and a version complete with abstracts should be available on the GDO website (<http://aomweb.pace.edu/gdo>). (You can also look at and/or search the program online at <http://myaom.pace.edu/aompd2003>.)

Some highlights of the program (in addition to the outstanding symposia and papers) this year include:

- Our theme session, ***The Future of Diversity and Inclusion in Organizations***, on Monday August 4th, 2:30-3:50 pm, will feature a distinguished panel to discuss the issues that will impact our field in the future, including the increasing complexities and multiplicities of diversity, the role of intersecting identities, and the challenges of enhancing democracy and inclusion given current and future societal trends. The panelists will include Faith Gabelnick, President of Pacific University; Barbara R. Deane, Editor of *Cultural Diversity at Work*; and Marjorie Hillson, Manager of Diversity and Consulting Services for the Port of Seattle. Evangelina Holvino, Director of the Center for Gender in Organizations at Simmons College will be the discussant. This promises to be an exciting and important session!
- Immediately following the theme session, on Monday August 4th, 4:10-5:30 pm, Laura M. Graves (Clark U.) will chair a session titled ***On Our 20th Year: GDO and WIM -- Past, Present, and Future***, featuring a superb panel of past and future division chairs who will reflect on key points in our history and discuss our future, as we enter our 20th year as a division (first as Women in Management and now as GDO). The panelists will be Kathryn M. Bartol (U. of Maryland, College Park), Gary N. Powell (U. of Connecticut), Stella M. Nkomo (U. of South Africa), Alison M. Konrad (U. of Western Ontario), and Martin N. Davidson (U. of Virginia). Don't miss it!!
- Then, immediately after our ***GDO Business Meeting*** from 5:30-6:30 pm, where you can congratulate our award winners and learn about what's happening in the Division, mosey

on to our **GDO Social Hour: A Celebration of GDO's 20th Year**, from 6:30-8:00 pm, for some much needed conviviality (not to mention food and drink).

- On Sunday, August 3, 7-9 pm, GDO is supporting the first ever **LGBT & Friends Reception** at the Academy meetings to appear on the program. Please support this group with your presence.
- And of course, please don't miss our kick-off **GDO Breakfast & Welcome to the Conference** on Monday, August 3, 7:45-8:25 am.

I look forward to seeing you and personally greeting you in Seattle! Questions or comments? Please feel free to email me at bferdman@alliant.edu.

P.S. In case you were wondering, here are some interesting numbers regarding submissions for the GDO program this year:

Total number of submissions	124
Total number of reviewers	120
Total number of reviews completed	393
Number of submissions that were for symposia	22
Symposia accepted as All-Academy symposia	2
Symposia accepted by GDO (co-sponsored with other divisions or alone)	14
Symposia accepted by GDO alone	1
Symposia accepted by GDO that received "Showcase" status	5
Number of submissions of papers	102
Number of papers submitted that will be on the program	69
GDO papers in the Shared Interest Track	6
GDO papers in the "Best Papers" Proceedings	7
GDO papers in the Interactive Paper Sessions	12
GDO papers that will be presented as "Visual Presentations"	24

2003 Professional Development Workshops

Come check out the 2003 Professional Development Workshops organized for us by **Martin Davidson**. He has given us so many great reasons to arrive in Seattle Friday. Arrive early for the PDWs; stay late for the sightseeing!

There is a complete list of PDWs at the end of the newsletter [just keep scrolling]. Contact information is provided.

More Great Opportunities in Seattle...

Obviously, there isn't enough space in this newsletter (even in cyberspace) to let you know about all the great things going on in Seattle. However, here are a couple of opportunities that might be of particular interest to our members.

LET'S MAKE SUMMER A PICNIC FOR EVERYONE SERVICE-LEARNING & CORPORATE RESPONSIBILITY AUGUST 2, 2003

Come one, come all. Please join the efforts of this three-part service-learning project. We begin the day bringing together local business executives and Academy members to sort, sift, and bag food for Northwest Harvest clients. The food has been "raised" by drives conducted by local businesses as part Northwest Harvest's "Let's Make Summer a Picnic for Everyone" campaign. Play an additional role and bring a box, can, or bag of food (non-perishable) to donate and/or your checkbook for a monetary gift.

Afterwards, we will have a casual lunch conversation about making service-learning work for corporate and social responsibility. Boxed lunches will be available for a nominal fee, a portion of which goes to Northwest Harvest.

The afternoon concludes with a continuation of the lunchtime conversation with a more formal session. Here the following questions are addressed: What does community service mean for management educators? What does it mean for managers and other corporate leaders? How does corporate volunteerism affect broader corporate social responsibility/corporate citizenship programs? How does involvement in service learning affect student views toward social responsibility? What can corporate volunteer programs and university service learning programs learn from each other?

AGENDA:

8:30am	Travel to Northwest Harvest. Transportation provided by the conference. Pick up will be at the Grand Hyatt Seattle.
9:00am	Arrive at Northwest Harvest. Begin service-learning project
11:30am	Travel back to the Grand Hyatt.
12:00pm	Making Service Learning Work For Corporate & Social Responsibility I: A Conversation Over Lunch. Located in the Grand Hyatt Seattle, Sealth Room.
2:00pm	Making Service Learning Work For Corporate & Social Responsibility II. Location: Sheraton Seattle Hotel & Towers, West Room B.

For additional information about the morning and lunch activities, please contact Barbara Parker, at parker@seattleu.edu or 206.296.5703. To sign up for the service project, contact Michelle Eldridge at eldridm@seattleu.edu. For information regarding the afternoon sessions, contact Joan Weiner at weinerjl@drexel.edu, Gordon Rands at GP-Rands@wiu.edu, or Laurie-DiPadova-Stocks at dipadovastoc@exchange.nku.edu.

Co-sponsored by the following Academy of Management Divisions: Public and Nonprofit; Social Issues in Management; Conflict Management; Managerial and Organizational Cognition; Organizational Behavior; Management Education and Development; the Teaching Theme Committee.

GLBT and Friends at Academy

Ron Ophir, Carnegie Mellon University

Dear GDO members,

You are invited to participate in, show your support, and enjoy the "Second Annual Reception for Friends, Allies, and Gay, Lesbian, Bisexual and Transgender Members of the Academy" to be held at the upcoming Academy meetings in Seattle, WA (Sunday, Aug 3, 7- 9pm, Sheraton Seattle Hotel & Towers, West AB). The reception is co-sponsored by the David Eccles School of Business, University of Utah, and Carnegie Mellon University. Many thanks to GDO, our Division Chair, Gayle Baugh, and our Program Chair, Bernardo Ferdman, for their support in organizing the event.

The Seattle program is filled with a wide selection, possibly unprecedented, of glbt and glbt-related paper sessions, symposia, professional development workshops, and social events. A full list, including session numbers, authors and participants is available at <http://aomweb.pace.edu/gdo/glbt/>. Included below are a few highlights:

- "Out In The Academy: Managing Gay, Lesbian, Bisexual, and Transgender Identity In Business Schools," a Professional Development Workshop chaired by Richard B. Kettner-Polley (Sunday, Aug 3, 8am-12pm, Red Lion Hotel, Emerald 3).
- Winner of OMT Best Paper Award: "They're Doing What in There? The Prevention of Social Stigma and Illegitimacy in the Bathhouse," by Bryant A. Hudson and Gerardo A. Okhuysen.
- Papers:
 - Assessment of gay mens' career trajectory (Raymond N.C. Trau)
 - Effects of "diversity-friendly" perceptions (Carolyn M. Wiethoff)
 - Homosexuality as a Factor in Entrepreneurship (Minet Schindehutte and Michael H. Morris)
 - Effects of women and minority CEOs and directors on organizational diversity (Myrtle P. Bell, K. Matthew Gilley and Joseph E. Coombs)
 - Empirical assessment of web surveys (Raymond N.C. Trau and Gunter F. Hartel)
 - Two papers on adoption of domestic partner benefits (Mark X. James; Susan Housel, Jay J. Janney, Wesley C. King, and Terence Lau)
- Symposia:

- Heterosexism at work (Belle Rose Ragins and Carolyn M. Wiethoff) - within symposium: New Dimensions of Diversity
- Gender harassment (chaired by Deborah MacKenzie and Robin Church);
- Symposium on hidden identities and democratic practices in organizations (chaired by Susan L. Kirby and Joy E. Beatty)
- Corporate social responsibility (moderated by Celia R. Taylor)
- Other PDWs: "Hidden Identities in the Workplace" chaired by Susan L. Kirby and Joy E. Beatty (Friday, Aug 1, 1-6pm, pre-registration is required); "Race and Culture in Consulting and Teaching" chaired by Christopher (Kit) Tennis (Saturday, Aug 2, 8am-2:30pm, pre-registration is encouraged).

Information about how to join the AcademyFamily Listserv is available at <http://aomweb.pace.edu/gdo/glb/>. Please feel free to disseminate this information to other divisions and other Academy members you think might be interested.

GDO Member Accomplishments

Congratulations to the following GDO Members and Friends!

- **Lotte Bailyn**, one of our newly elected Executive Committee members, will be honored by the Careers Division this August with the Hughes Award for her dedication and exemplary contributions to the Careers field. The award will be presented at the Careers Division's Business Meeting on Tuesday, August 5 from 5:30 pm to 6:30 pm in the San Juan Room of the Red Lion Hotel. We are very pleased to join the Careers Division in congratulating Dr. Bailyn on receiving this great honor!
- **Ellen Kossek**, Past Chair of our Division, was just elected to a term on the Academy of Management Board of Governors, beginning in August. This is a great accomplishment, and it's also nice for the GDO, as she has pretty deep roots in the Division.
- **Peggy (Margaret) Stockdale** and **Faye Crosby** have edited a book titled, *The Psychology and Management of Workplace Diversity* (Oxford: Blackwell). Contributors include many GDO members, such as **Mark Agars, Myrtle Bell, Donna Chrobot-Mason, George Dreher, Bernardo Ferdman, Rana Haq, Evangelina Holvino, Marian Ruderman, Eugene and Dianna Stone, Lynda Stroh, Rosemary-Hays Thomas, and Kecia Thomas**, among other great contributors.
- **Jeanie Forray** is Editor in Chief of the new electronic journal, *Organization*, sponsored by the Eastern Academy of Management, and **Anshuman Prasad** is an Associate Editor for the Works by Emerging Scholars area. GDO members are encouraged to submit work to this journal.
- **Kit Tennis** was a featured speaker at the "Managing through Cultures" conference in Milan (Italy) on June 12-13, 2003. The conference included major contributions from Italian experts and practitioners, and explored international best practices and

approaches to diversity management. This conference was designed to start a durable evaluation of the best/possible way to constructively build on cultural diversity, trying to manage conflicts, sustain innovation, and combine old and new professional figures required by the Italian industrial system, leveraging on a culturally diverse workforce. Kit addressed two topics: the history of diversity management in the U.S., with possible implications for the Italian effort; and a matrix decision model for strategic application of diversity management initiatives.

Position Openings

For Faculty

The Department of Psychology at the University of Guelph invites applications for a tenure-track position in Industrial/Organizational Psychology to begin July 1, 2004. A PhD is required.

Industrial-Organizational Psychology. The appointment will be at the Assistant or early Associate Professor level. The appointee will be a graduate from a recognised program in I/O Psychology or possess equivalent training. The successful candidate should have established an active research program in the broad area of organizational or consulting psychology, and should be willing to commit to a team approach in the delivery of a highly successful PhD program in I/O Psychology. An ability to teach some specialised topics such as organizational development, leadership, change management, or executive coaching is desirable. At the undergraduate level, the candidate may also contribute to teaching social psychology and personality/individual differences. Opportunities are available to participate in the newly established Leadership diploma and degree programs.

Applications should include a curriculum vitae, a statement of research and teaching interests, a summary of relevant applied experience, and preprints/reprints. At least three letters of recommendation must support the application.

All application materials should be submitted by October 15, 2003, to:
Harvey H. C. Marmurek, Chair, Department of Psychology, University of Guelph, Guelph, ON, Canada, N1G 2W1.

More information about the Department can be found at www.psychology.uoguelph.ca .

All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women.

For promising students

Lesley Treleaven, l.treleaven@uws.edu.au, has a colleague, Jim Mitchell, who has an exciting opportunity for someone who would be interested in undertaking a Masters' research degree at the University of Western Sydney in Australia. They are looking for a student to help them undertake cross-cultural research with a focus on gender in the aviation management industry. Specifically, the project looks at attitudes toward female pilots. So if you know a student who is interested in cross-cultural issues, research, aviation, and Australia, you can contact Jim at j.mitchell@uws.edu.au or 61-2-9772- 6616.

Submissions for GDO Newsletter

I'm thrilled to be the new newsletter editor for GDO. I'm hoping my tendencies to type "GOD" instead of "GDO" will subside soon (maybe I should have taken the job over at the Management, Spirituality and Religion Interest Group instead!). Mary Graham did a great job, so I have big shoes to fill. Thank you to all who provided information for this newsletter. I hope you all have this much to say when it's time for the fall newsletter!

Do you:

- Have information to share with other GDO Members?
- Have suggestions for improving the newsletter?
- Have a book to recommend?
- Have something to editorialize about?
- Want to share your accomplishments with others?
- Want to brag on friends and colleagues who've accomplished something worthwhile?

We welcome and encourage member accomplishments!

Please send submissions, suggestions, and questions to Liz Weatherly at: weathee@email.uah.edu or 256-824-6973.

GDO Professional Development Workshops

Seattle, August 2003

Friday, Aug 1 2003 1:00PM - 6:00PM at Grand Hyatt Seattle in Sealth

Doctoral Consortium I

Chair: **Susan Vinnicombe**; Cranfield U

Presenters: **Anne Huff**; Cranfield U.; **Celia Virginia Harquail**; U. of Virginia

Pre-registration is encouraged. Please contact Susan Vinnicombe at s.m.vinnicombe@cranfield.ac.uk or at 01234-751122 for more information.

Friday, Aug 1 2003 1:00PM - 6:00PM at Grand Hyatt Seattle in Stevens
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Theorizing About Hidden Identities in the Workplace: A Research Incubator

Chairs: **Susan L. Kirby**; Southwest Texas State U, and **Joy E. Beatty**; Boston College

Presenters: **Judith A. Clair**; Boston College; **Kathleen Duncan**; U. of La Verne; **Tammy MacLean**; Suffolk U.;

Donna Chrobot-Mason; U. of Colorado, Denver; **Belle Rose Ragins**; U. of Wisconsin, Milwaukee; **Carolyn M. Wiethoff**; Indiana U., Bloomington; **Elaine Yakura**; Michigan State U.

An interactive, small group research incubator exploring the various hidden identities (e.g., religion, health status, sexual orientation) and their similarities and differences. We will limit participation to 48 so that we can have small group breakout sessions of no more than 6 people per table. We will plan on exploring the following questions/issues: •How are we distinguishing hidden diversity from simple individual differences? •What are the commonalities and differences across the various hidden identities (i.e., whether identities will become visible or not, age at onset, cause of onset, and the role of personal responsibility in onset, physical vs. social identities)? •Do we need a different theory for each hidden identity? If not, why not (what logic do we have to lump all these different identities together)? •What are the implications for the individual with the hidden difference and for the organization? In other words, how do invisible differences matter and to whom? •What are the specific research methods needed to address hidden identities (e.g., How do you find invisibly diverse people, and are there preferred methods to gather the info once you find them? If you use advocacy organizations, do you have a bias issue?) •We will also discuss if and why hidden identities matter. When participants pre-register we will provide a list of the variables identified in Denver as well as relevant theoretical backgrounds discussed (e.g., Social Identity Theory, Stigma Theory, Queer Theory). We will ask participants to submit their research interests prior to the meeting, which will be invaluable in getting all participants "on the same page" and will allow us the option of forming breakout teams based on interests.

Pre-registration is required. Please contact **Susan Kirby** at sk10@swt.edu or at 512-245-3309.

Saturday, Aug 2 2003 8:00AM - 1:00PM at Westin Hotel in Vashon I
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Doctoral Consortium II

Chair: **Susan Vinnicombe**; Cranfield U

Presenters: **Anne Huff**; Cranfield U.; **Celia Virginia Harquail**; U. of Virginia

Pre-registration is encouraged. Please contact Susan Vinnicombe at s.m.vinnicombe@cranfield.ac.uk or at 01234-751122 for more information.

Saturday, Aug 2 2003 8:00AM - 2:30PM at Red Lion Hotel in Lopez B

Race and Culture in Consulting and Teaching: Consciously Bringing Culture as an Asset

Chair: **Christopher (Kit) Tennis**; Sanchez Tennis & Associates

Presenters: **Anita L. Sanchez**; Sanchez Tennis & Associates; **Julie Jensen**; Hewlett-Packard; **Claire Tse**;

Sanchez Tennis & Associates; **Martin N. Davidson**; U. of Virginia

An ideal of the post-industrial Western model of organizational democracy is that of equal access to information, power, and influence for all members, regardless of their demographic identity (e.g., race, culture, religion, sexual orientation, gender, etc.) This egalitarian ideal provides a foundation upon which meritocracy is built: since everyone should have equal access, those who excel do so because they are most skilled and/or most talented. But this ideal is severely undermined when members of dominant groups in society fail to bring a conscious, intentional awareness of their cultural worldview to their work. For example, in those societies overwhelmingly dominated by the Euro-American and Anglo-European cultural sets, White consultants, trainers or teachers often fail to recognize the ways in which they contribute to the social and organizational disparities between races and cultures in society by virtue of their cultural group membership. Furthermore, they fail to leverage the gifts of the Anglo/ Euro-American cultural set for more effective consulting and teaching. This PDW is designed to illuminate the role that race and culture play in the values, content, presentations, style, process, effectiveness and reception of White, Euro-American, Anglo-European, African-heritaged, Latin, and Asian consultants, trainers and teachers. Participants will explore models of specific cultures, using historical frameworks, sociological analysis, popular film and music, and their own life experiences. We will facilitate thoughtful and lively discussions within and between members of different cultural groups in the room, both for immediate learning and to facilitate longer-term learning partnerships.

Pre-Registration encouraged. Please contact **Kit Tennis** at sancheztennis@aol.com or at (303) 449-5921.

Saturday, Aug 2 2003 10:00AM - 12:00PM at Sheraton Seattle Hotel & Towers in Room 426

Technology and the New Educational Experience (Co-sponsored by MED and CAR)

Organizer: **J. B. Arbaugh**; U. of Wisconsin, Oshkosh

Presenters: **Madeline M. Crocitto**; State U. of New York, Old Westbury; **Regina Bento**; U. of Baltimore; **Charles J. Fornaciari**; Florida Gulf Coast U.

With the advance of newer, less expensive technologies and hardware, the "digital divide" between disadvantaged and advantaged societies and individuals is diminishing. Another positive outcome of the availability of technology is access to information to people who might otherwise not have access to it. Included in this is access to on-line education. This provides educational opportunities to people who might otherwise forego traditional classroom attendance due to such reasons as geographical distance, limited transportation options, disabilities, family demands, and work requirements. Increasing demands for knowledge workers require higher levels of information, creativity and interpersonal skills to enhance organizational earning and competitiveness (Solomon, Fernald, Tarabishy, 2002). Universities have seized the opportunity to meet the demand for educated workers by using technology as part of the delivery of courses. This presents learning options for professors and students. There is much to learn about on-line education for neophytes as well as experienced educators. In this workshop, we will briefly discuss the literature and present our own experiences and opinions about learning styles, classroom management, and communication in on-line courses. We can offer the audience specific ways to approach adapting our case discussions, activities, and lectures to the on-line environment to a more diverse but unseen class! We will also discuss our rationales for teaching on-line causes, benefits and pitfalls to both students and teachers, and how on-line education can rejuvenate, extend, and excite us "career academicians."

For more information, contact **J. B. Arbaugh** at arbaugh@uwosh.edu.

Saturday, Aug 2 2003 3:00PM - 5:00PM at Westin Hotel in Orcas

How to Build a Developmental Network: Tools and Techniques for Effective Mentoring Relationships

(Co-sponsored by MEN, MED, CAR, ENT, TTC, and PTC)

Presenters: **Kathy E. Kram**; Boston U.; **Belle Rose Ragins**; U. of Wisconsin, Milwaukee; **David A. Thomas**; Harvard U.; **Stacy Blake-Beard**; Simmons College; **Ellen Ensher**; Loyola Marymount U.; **Gayle Baugh**; U. of West Florida; **Leonard Bisk**; U. of Limerick; **William A. Gray**; Corporate Mentoring Solutions, Inc.

Although most of us have experience with mentoring, in the mentor and/or protégé role, building effective developmental networks can be quite illusive. Some issues include: mentoring compatibility, self-awareness, emotional competence, personality, and diversity. This PDW features an Academic-Executive dialogue with practitioners, doctoral students, and faculty - at all stages of their career development. The format is designed to facilitate one-on-one interaction with mentoring scholars and practitioners providing guidance on self-help and topical issues.

For more information, contact **Joycelyn Finley-Hervey**, Florida A&M University School of Business & Industry, at jfinley10@yahoo.com.

Saturday, Aug 2 2003 4:00PM - 5:00PM at Sheraton Seattle Hotel & Towers in Room 428

Developing Competencies in the Classroom: Addressing Diversity Flashpoints (Co-sponsored by MED)

Presenters: **Joseph E. Garcia**; Western Washington U.; **Karen J. Hoelscher**; Western Washington U.; **Vickie Farmer**; U. of Washington

"Diversity Flashpoints" are potentially explosive interpersonal situations faculty and students encounter that arise out of identity differences. More important, these situations can interfere with learning and working with others. Furthermore, if improperly addressed, these incidents will corrode the trust necessary to sustain the process of human interaction and engagement that is necessary for a successful democratic society. With an increasingly diverse and global student body we as educators are challenged with more opportunities to encounter diversity flashpoints. Are we professionally prepared to respond? Do our doctoral programs provide resources for us to respond to these difficult situations as professional educators? This workshop will address how we as educators can respond to diversity flashpoints and more effectively create models for a fuller democracy through our teaching and learning. Method: The aim of the workshop is threefold: 1. Introduce participants to a set of empirically derived teaching vignettes designed to enhance an instructor's ability to successfully respond to a diversity flashpoint or difficult interpersonal situation that has its origins in differences of identity. 2. Foster a discussion of flashpoint incidents faculty have experienced in their career and consider approaches to effectively responding to them. 3. Provide participants with a background of the research that underpins the flashpoint vignettes and share an understanding of the issues that generate flashpoint incidents and the conditions under which they are likely to occur. During the workshop participants will learn about the results of an ongoing national study that reveals the kinds of difficult interpersonal situations that occur between students and faculty that result from identity differences. The presenters will also present and facilitate an analysis of a selection of empirically derived vignettes to generate a discussion of successful strategies for addressing the underlying issues that create these flashpoint incidents. Finally, the presenters will lead a discussion of participant diversity flashpoint experiences and how their experiences might have been better informed with an understanding of the underlying issues embodied in them.

For more information, contact **Joseph E. Garcia** at joseph.garcia@wwu.edu.

Saturday, Aug 2 2003 5:00PM - 6:30PM at Grand Hyatt Seattle in Cayuse

Community Together: A GDO Social Reception

Host: **Martin N. Davidson**; U. of Virginia

Member and friends of the GDO community come together for our celebratory annual reunion!

For more information, contact **Martin N. Davidson** at mdav@virginia.edu.

Sunday, Aug 3 2003 8:00AM - 12:00PM at Red Lion Hotel in Emerald 3

Out In The Academy: Managing Gay, Lesbian, Bisexual, and Transgender Identity In Business Schools

Chair: **Richard B. Kettner-Polley**; Colorado Technical U.

Presenters: **Jack W. Brittain**; U. of Utah; **Ron Ophir**; Carnegie Mellon U.; **Bryant A. Hudson**; Louisiana State U.; **Jeffrey A. Mello**; Towson U.; **Jane V. Wheeler**; Bowling Green State U.; **Amit Nigam**; Northwestern U.; **Ann Gregory**; Memorial U.; **Michel J. Anteby**; New York U.; **Leonard M. Jessup**; Washington State U.; **Robert Sardy**; Progressive Research and Training for Action; **Raymond N.C. Trau**; Monash U.

This workshop will serve as the Academy's first formal venue for discussing issues surrounding the management of GLBT identity in business schools. Topics include: 8:15am - 9:00am The Last Legal Basis For Discrimination. A discussion of legal discrimination against GLBT faculty and students, and proposal for developing and maintaining a database of policies and protections available at Universities and Colleges. 9:00am - 10:30am Lives and Choices. A panel discussion featuring GLBT members of the academy discussing the choices that they

have made with regard to coming out and the experiences that they have had. 10:30am – 11:00am Advice to (and from) Friends and Supporters. An open discussion on what advice we would give to GLBT faculty and students as they make their choices and to their supporters on how best to advise and support them in their careers. 11:00am – 11:30am Safezone Programs. A presentation and discussion of existing “safe-zone” programs to identify people on campus who are safe contacts for GLBT students, faculty and staff. 11:30am – 12:00pm Discussion of a research forum for fostering future research on GLTB issues and on making these issues more visible in the Academy’s annual meetings.

For more information, contact **Richard B. Kettner-Polley** at rkpolley@du.edu.

Sunday, Aug 3 2003 10:00AM - 12:00PM at Red Lion Hotel in Whidbey

Giving Voice to A Different Kind of Publishing: Book Writing and the Impact on Faculty Careers

(Co-sponsored with CAR and MED)

Organizer: **Suzanne C. de Janasz**; James Madison U.Presenters: **Lisa A. Mainiero**; Fairfield U.; **Dorothy Perrin Moore**; The Citadel; **Maury Peiperl**; London Business School; **Andy Winston**; McGraw-Hill Higher Education

Our goal is to demystify the hows and whys of book publishing. Early in our doctoral programs, we learn how to conduct and write up research. We write extensively and learn to critique the manuscripts of others. We learn that journal publications—the more the better—are the currency of faculty mobility. Few of us learn how—and even fewer are encouraged—to write books. Developing a proposal and getting publishers interested in your text, trade book, edited volume, or monograph, is no easy task. What's more, even when a publisher expresses interest, the process of negotiating a contract and actually writing and editing the book can be particularly daunting for the uninitiated. Our panel of book authors (having collectively published multiple textbooks, trade books and edited volumes) will address such questions as: How do I know if I have a saleable idea? Which publisher/s should I approach? What should be included in the proposal? What can I expect if a publisher is interested? What is and isn't negotiable in a book contract? What if the publisher isn't doing what they said they'd do? - What about revisions or additional book ideas? - What are the benefits and pitfalls of working with co-authors or co-editors?

Open, no restrictions on participation. For more information, contact **Suzanne C. de Janasz** at dejanasc@jmu.edu.

Gender and Diversity in Organizations Program

Seattle, August 2003

Sunday, Aug 3 2003 7:00PM - 9:00PM at Sheraton Seattle Hotel & Towers in West AB

LGBT & Friends Reception**Academy Family: A Reception for LGBT Persons and Friends at Academy**

Hosts: **Gerardo A. Okhuysen**; University of Utah; gerardo@business.utah.edu; **Ron Ophir**; Carnegie Mellon U.; ophir@alumni.carnegiemellon.edu; **Bryant A. Hudson**; Louisiana State U.; bhudson@lsu.edu

Monday, Aug 4 2003 7:45AM - 8:25AM at Red Lion Hotel in Emerald 3

GDO Breakfast: Welcome to the Conference

Monday, Aug 4 2003 8:30AM - 10:20AM at Washington State Convention & Trade Center in 4A Exhibit Hall/CAR

Work, Life, and Family Interfaces**National Gender Equality, Organizational Support & Work-Family Balance: A Study of European Managers**

Karen S. Lyness; Baruch College; Karen_Lyness@baruch.cuny.edu

Marcia Brumit Kropf; Catalyst; mkropf@catalystwomen.org

How Gender and Perceived Organizational Support Moderate the Work Stressors - WFC Relationship

Sharon Foley; Drexel U.; sf46@drexel.edu

Hang-yue Ngo; Chinese U. of Hong Kong; hyngo@baf.msmail.cuhk.edu.hk

Steven S. Lui; City U. of Hong Kong; mqslui@cityu.edu.hk

Variations in Negative Work-Family Spillover among White, Black, and Hispanic-American Men and Women

Patricia Vincent Roehling; Hope College; roehling@hope.edu

Lorna Hernandez Jarvis; Hope College; jarvis@hope.edu

Heather Swope; Hope College; heather.swope@hope.edu

Life Stress of Chinese Employees: Women Being Tired from Housework and Men Being Tired from Work

Jaepil Choi; Hong Kong U. of Science and Technology; mnjaepil@ust.hk

Chao C. Chen; Rutgers U.; chaochen@andromeda.rutgers.edu

Development of a Typology of Dual-Earner Couples in the Sandwiched Generation

Jennifer C. Cullen; Portland State U.; jcc@pdx.edu

Leslie B. Hammer; Portland State U.; hammerl@pdx.edu

Margaret B. Neal; Portland State U.; nealm@pdx.edu

Robert R. Sinclair; Portland State U.; sinclair@pdx.edu

Work-Life Balance and Workplace Deviance: The Moderating Effects of Fairness Perceptions

T. Alexandra Beauregard; London School of Economics; a.beauregard@lse.ac.uk

Monday, Aug 4 2003 8:30AM - 10:20AM at Red Lion Hotel in Orcas
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Grappling with the Complexity of Identity and Diversity at Work

Chair: **Hetty Van Emmerik**; Utrecht U.; H.vanEmmerik@fss.uu.nl

Discussant: **Quinetta M. Roberson**; Cornell U.; qmr3@cornell.edu

Being All That You Can Be: Identity and Interactions in Organizations

Erica Gabrielle Foldy; New York U.; efoldy@attbi.com

Winner of GDO Division Best Paper Based on a Dissertation

Changing Faces: Professional Image Construction in Diverse Organizational Settings

Laura Morgan Roberts; Harvard U.; lroberts@hbs.edu

William H. Newman Award Nominee

Missing Pieces in Social Identity Theory: Continuity and Status as Moderators of Similarity

Caren Goldberg; George Washington U.; careng@gwu.edu

Christine Marie Riordan; U. of Georgia; criordan@terry.uga.edu

Bryan Stuart Schaffer; U. of Georgia; schaffer@arches.uga.edu

When Identity Groups Collide: Leadership Strategy as a Moderator of Identity-Based Conflict at Work

Patricia J Ohlott; Center for Creative Leadership; ohlott@leaders.ccl.org

Donna Chrobot-Mason; U. of Colorado, Denver; dchrobot@carbon.cudenver.edu

Maxine Dalton; Center for Creative Leadership; daltonm@leaders.ccl.org

Jennifer J. Deal; Center for Creative Leadership; dealj@leaders.ccl.org

Michael H. Hoppe; Center for Creative Leadership; Hoppem@leaders.ccl.org

Monday, Aug 4 2003 10:40AM - 12:00PM at Washington State Convention & Trade Center in 4A Exhibit Hall/GDO

Addressing Diversity: Organizational Choices and Strategies

Diversity Initiatives: Lip Service or Reality?

Roshni Misra; U Texas Arlington; rxm8390@exchange.uta.edu

Meghna Virick; U of Texas, Arlington; virick@uta.edu mvirick@msn.com

Outcome Measures of Diversity Education for Blacks and Whites

Jaye Goosby Smith; Pepperdine U.; Jaye.Smith@pepperdine.edu

Alternative Strategic Paradigms in the Context of High Growth Ethnic & Non-Ethnic Family Firms

Ajay Bhalla; Cass Business School; a.bhalla@city.ac.uk

Steven J. Henderson; Southampton Business School, U.K.; steven.henderson@solent.ac.uk

David S. Watkins; Southampton Business School, U.K.; david.watkins@solent.ac.uk

Managerial Discretion, Environmental Uncertainty, and Adoption of Domestic Partnership Benefits

Mark X. James; U. of Wisconsin, Milwaukee; mjames@uwm.edu

Monday, Aug 4 2003 10:40AM - 12:00PM at Red Lion Hotel in Orcas

Diversity in Groups

Chair: Roya Ayman; Illinois Institute of Technology; ayman@charlie.cns.iit.edu

Discussant: Elaine Yakura; Michigan State U.; yakura@msu.edu

Linking Sexual Harassment, Team Processes and Team Performance

Jana L. Raver; U. of Maryland; jraver@psyc.umd.edu

Michele J. Gelfand; U. of Maryland; mgelfand@psyc.umd.edu

Winner of Dorothy Harlow Distinguished Paper Award

When Teams Devalue Diversity

Debra Panipucci; Monash U.; debra.panipucci@buseco.monash.edu.au

Clever Tricks or Crucial Interventions? Diversity, Communication Technology, and Group Effectiveness

Robert C. Giambatista; Texas Tech U.; rgiambatista@ba.ttu.edu

Monday, Aug 4 2003 10:40AM - 12:00PM at Red Lion Hotel in Bainbridge

Feminist Approaches to Organization Studies: Liberal, Radical, Marginal?

Chair: Anne Elizabeth Ross-Smith; U. of Technology, Sydney; anne.ross-smith@uts.edu.au

Chair: Martin Kornberger; U. of Technology, Sydney; martin.kornberger@uts.edu.au

Masculinity, Rationality and Organization

Anne Elizabeth Ross-Smith; U. of Technology, Sydney; anne.ross-smith@uts.edu.au

Martin Kornberger; U. of Technology, Sydney; martin.kornberger@uts.edu.au

Women in Management: The Liberal Promise of Career Progression

Kerry Brown; Queensland U. of Technology; ka.brown@qut.edu.au

Stacy Richard Ridge; Queensland U. of Technology; s.ridge@qut.edu.au

Lisa Bradley; Queensland U. of Technology; lm.bradley@qut.edu.au

Women Senior Managers: Success of the Liberal Agenda?Judith Pringle; U. of Auckland; j.pringle@auckland.ac.nz**Women Directors in the UK: Empirical Trends and Theoretical Connections**Susan Vinnicombe; Cranfield U. ; s.m.vinnicombe@cranfield.ac.ukVal Singh; Cranfield U. ; v.singh@cranfield.ac.uk

Monday, Aug 4 2003 12:20PM - 2:10PM at Red Lion Hotel in Bainbridge

Diversity and Mentorships: The Mentoring Relationships & Experiences of Racial Minorities and WomenChair: Terri A. Scandura; U. of Miami; scandura@miami.eduDiscussant: Belle Rose Ragins; U. of Wisconsin, Milwaukee; ragins@uwm.eduOrganizer: Rowena Ortiz-Walters; U. of Connecticut; Rowena.Ortiz-Walters@business.uconn.eduOrganizer: Lucy L. Gilson; U. of Connecticut; lgilson@sba.uconn.edu**Effects of Informal and Formal Mentoring on Racial Minorities' Professional and Creative Performance**Rowena Ortiz-Walters; U. of Connecticut; Rowena.Ortiz-Walters@business.uconn.eduLucy L. Gilson; U. of Connecticut; lgilson@sba.uconn.edu**Does Race Trump Gender? An Examination of the Mentoring Experiences of African-American Women**Katherine Giscombe; Catalyst; giscombe@catalystwomen.orgStacy Blake-Beard; Simmons College; stacy.blakebeard@simmons.edu**Latinos in the Workplace: Experiences with Mentoring and Perceived Discrimination**Donna Maria Blanco; Arizona State U.; donna.blanco@asu.eduRobert Gregory DelCampo; Arizona State U.; robert.delcampo@asu.edu**Examination of the Effects of Mentoring on Intentions and Behavior in a University Setting**Rudolph J. Sanchez; California State U., Fresno; rjsanchez@csufresno.eduTalya N. Bauer; Portland State U.; TalyaB@sba.pdx.eduMatthew E. Paronto; Portland State U.; matthewp@pdx.edu**Race, Sex, and Dysfunction: Empirical Analysis of Unexpected Mentoring Outcomes**Betti A. Hamilton; U. of Miami; bhamilto@sba.miami.eduEkin K. Pellegrini; U. of Miami; ekinpel@yahoo.comEthlyn Anne Williams; U. of South Florida; ewilliam@stpt.usf.edu

Monday, Aug 4 2003 12:20PM - 2:10PM at Washington State Convention & Trade Center in 4A Exhibit Hall/GDO

Gender Differences: Ethics, Justice Perceptions, and Expatriate Competencies**Are Women More Ethical than Men? Findings from Three Independent Studies**Robert Loo; U. of Lethbridge; loo@uleth.ca**The Interaction Effect of Organizational Status & Gender on Perceptions of Procedural Justice**Renu Burr; U. of Western Australia; rburr@ecel.uwa.edu.auAntonia Girardi; Murdoch U.; A.Girardi@murdoch.edu.au**Perceived Gender Differences in Expatriate Competencies and Readiness Rated by Self and Supervisors**

Mary L. Connerley; Virginia Polytechnic Institute and State U.; maryc@vt.edu

Ross L. Mecham III; Virginia Polytechnic Institute and State U.;

Judy Perkins Strauss; California State U., Long Beach; jstrauss@csulb.edu

Monday, Aug 4 2003 12:50PM - 2:10PM at Red Lion Hotel in Orcas

Perceptions of Diversity and Diversity Initiatives in Organizations

Chair: **Christopher (Kit) Tennis**; Sanchez Tennis & Associates; sancheztennis@aol.com

Discussant: **Deborah R. Litvin**; Merrimack College; deborah.litvin@merrimack.edu

A Gap Analysis of Diverse Perceptions of Diversity in Organizational Culture

E. Holly Buttner; U. of North Carolina, Greensboro; Holly_Buttner@uncg.edu

Gerald Hershey; U. of North Carolina, Greensboro; Jere_Hershey@uncg.edu

Demographics and Diversity Climate: Influences on Determinants for Effective Diversity Initiatives

Yunhyung Chung; Rutgers U.; yunchung@eden.rutgers.edu

Incorporating Curvilinearity and Temporality into the Diversity and Similarity Curves Model

Joseph Ofori-Dankwa; Saginaw Valley State U.; oforidan@svsu.edu

Scott D. Julian; Saginaw Valley State U.; sdjulian@svsu.edu

Monday, Aug 4 2003 2:30PM - 3:50PM at Washington State Convention & Trade Center in 602/603

Leveling the Playing Field: Women's Entrepreneurship as an Egalitarian Choice

Chair: **Jeannette Oppedisano**; Southern Connecticut State U.; oppedisanoj1@southernct.edu

Presenter: **Sandra Fielden**; U. of Manchester Institute of Science & Technology; sandra.l.fielden@umist.ac.uk

Presenter: **Joan Winn**; U. of Denver; jwinn@du.edu

Presenter: **Mary Mattis**; Catalyst; mary.mattis@simmons.edu

Presenter: **Andrea E. Smith-Hunter**; Siena College; ahunter@siena.edu

Presenter: **Karyn Loscoco**; State U. of New York, Albany; Kal74@albany.edu

Monday, Aug 4 2003 2:30PM - 3:50PM at Red Lion Hotel in Orcas

The Future of Diversity and Inclusion in Organizations

Chair: **Bernardo M. Ferdman**; Alliant International U.; bferdman@alliant.edu

Presenter: **Faith Gabelnick**; Pacific U.; gabelnick@pacificu.edu

Presenter: **Barbara R. Deane**; The GilDeane Group, Inc.; barbara@diversitycentral.com

Presenter: **Marjorie Hillson**; Port of Seattle; hillson.m@portseattle.org

Discussant: **Evangelina Holvino**; Simmons College; chaos@sover.net

Monday, Aug 4 2003 4:10PM - 5:20PM at Washington State Convention & Trade Center in 602/603

Gender and Entrepreneurship: Opportunity Generation, Access, Awareness, Evaluation & Exploitation

Chair: **Ramon J. Aldag**; U. of Wisconsin, Madison; raldag@bus.wisc.edu

Chair: **Ted Baker**; U. of Connecticut; tbaker@business.uconn.edu

Women Entrepreneurs: A Consideration of Entrepreneurial Opportunities

Candida G. Brush; Boston U.; cgbrush@acs.bu.edu

Patricia G. Greene; U. of Missouri, Kansas City; greenep@umkc.edu

Boundaryless Transitions for Women Entrepreneurs -- A Reality Check?Dorothy Perrin Moore; The Citadel; moored@citadel.edu**Reproducing, Transmitting, and Transforming Gender in Mexico**Joanne Martin; Stanford U.; martin_joanne@gsb.stanford.eduOlivia O'Neill; Stanford U.; oao@stanford.edu**Gender Differences in Opportunity Evaluation**Ted Baker; U. of Connecticut; tbaker@business.uconn.eduRamon J. Aldag; U. of Wisconsin, Madison; raldag@bus.wisc.eduEden Blair; U. of Wisconsin, Madison; esblair@wisc.edu**Women's Entrepreneurship -- FEM Research Program**Carin Holmquist; Stockholm School of Economics; carin.holmquist@hhs.seMonica Lindgren; Stockholm School of Economics; eml@hhs.se

Monday, Aug 4 2003 4:10PM - 5:20PM at Red Lion Hotel in Orcas

On Our 20th Year: GDO and WIM -- Past, Present, and FutureChair: Laura M. Graves; Clark U.; lgraves@clarku.eduPresenter: Kathryn M. Bartol; U. of Maryland, College Park; kbartol@rhsmith.umd.eduPresenter: Gary N. Powell; U. of Connecticut; Gary.Powell@business.uconn.eduPresenter: Stella M. Nkomo; U. of South Africa; nkomosm@unisa.ac.zaPresenter: Alison M. Konrad; U. of Western Ontario; akonrad@sbm.temple.eduPresenter: Martin N. Davidson; U. of Virginia; mdav@virginia.edu

Monday, Aug 4 2003 5:30PM - 6:30PM at Red Lion Hotel in Orcas

GDO Business MeetingDivision Chair: Gayle Baugh; U. of West Florida; gbaugh@uwf.eduDivision Chair-Elect.: Elizabeth Cooper; U. of Rhode Island; ecooper@uri.eduProgram Chair: Bernardo M. Ferdman; Alliant International U.; bferdman@alliant.eduProfessional Development Workshop Chair: Martin N. Davidson; U. of Virginia; mdav@virginia.edu

Monday, Aug 4 2003 6:30PM - 8:00PM at Red Lion Hotel in Bainbridge

GDO Social Hour: A Celebration of GDO's 20th YearHost: Bernardo M. Ferdman; Alliant International U.; bferdman@alliant.eduHost: Gayle Baugh; U. of West Florida; gbaugh@uwf.edu

Tuesday, Aug 5 2003 8:30AM - 10:10AM at Washington State Convention & Trade Center in 4A Exhibit Hall/GDO

Diversity in Teams and at the Top: Influence, Decisions, and Organization-Level Outcomes**Diversity at the Top: Effects of Women and Minority CEOs and Directors on Organizational Diversity**Myrtle P. Bell; U. of Texas, Arlington; mpbell@uta.eduK. Matthew Gilley; Oklahoma State U.; gilleyk@okstate.eduJoseph E. Coombs; U. of Richmond; jcoombs@richmond.edu

Top Management Team Diversity: Does Gender Diversity Influence Firm Performance?

Monica A. Zimmerman Treichel; Temple U.; mzimmer@sbm.temple.edu

Denise Dunlap-Hinkler; Temple U.; ddunlap@temple.edu

Michelle Leah Washington; Temple U.; mwashin412@aol.com

Heterogeneous Small Groups and Influence: Do Attitudinal and Demographic Diversity Matter?

Celeste Walls; Oregon State U.; drwalls@orst.edu

Demographic Diversity and Decision Rigidity in Project Teams

Dail Fields; Regent U.; dailfie@regent.edu

Randolph H. Case; Regent U.; randcas@regent.edu

Tuesday, Aug 5 2003 8:30AM - 10:10AM at Red Lion Hotel in Orcas

Gendered Processes in Organizations

Chair: **Marian N. Ruderman**; Center for Creative Leadership; Ruderman@leaders.ccl.org

Discussant: **Lynn Bowes-Sperry**; Western New England College; lbowessp@wnec.edu

Organizational Openness and Gendered Outcomes

Elisabeth Mary Wilson; U. of Manchester; elisabeth.wilson@man.ac.uk

The Gendering of Entrepreneurial Activity within the Hairdressing Industry

Maree Veronica Boyle; Griffith U.; Louis.Pierre@bigpond.com

Carolyn Dexter Award Nominee

Mentoring, Gender, and Job Performance: A Longitudinal Study

Rowena Ortiz-Walters; U. of Connecticut; Rowena.Ortiz-Walters@business.uconn.edu

Gary N. Powell; U. of Connecticut; Gary.Powell@business.uconn.edu

Why Don't Men Get It? A Comparison of Male and Female Judgments of Aggressive and Sexual Behaviors

Karen L. Middleton; Texas A&M U., Corpus Christi; kmiddleton@cob.tamucc.edu

Margaret A. Lucero; Texas A&M U., Corpus Christi; mlucero@cob.tamucc.edu

Tuesday, Aug 5 2003 8:30AM - 10:10AM at Red Lion Hotel in Bainbridge
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In and Out of the Closet: Hidden Identities and Democratic Practices in Organizations

Chair: **Susan L. Kirby**; Southwest Texas State U.; sk10@swt.edu

Chair: **Joy E. Beatty**; Boston College; beattyjc@bc.edu

Presenter: **Joy E. Beatty**; Boston College; beattyjc@bc.edu

Presenter: **Wendy J. Casper**; U. of Tulsa; wendy-casper@utulsa.edu

Presenter: **Susan L. Kirby**; Southwest Texas State U.; sk10@swt.edu

Presenter: **Carolyn M. Wiethoff**; Indiana U., Bloomington; cwiethof@indiana.edu

Tuesday, Aug 5 2003 8:30AM - 10:10AM at Washington State Convention & Trade Center in 619/620

The Ladder Meets the Rainbow: Career Progression and Diversity

Chair: **Jenny Ungbha Korn**; Northwestern U.; j-korn@kellogg.northwestern.edu

Discussant: **Joycelyn Finley-Hervey**; Florida A&M U.; jfinley10@yahoo.com

Discussant: **Alison M. Konrad**; U. of Western Ontario; akonrad@sbm.temple.edu

Discussant: **Eileen McGowan**; Harvard U.; mcgowaei@gse.harvard.edu

The Rainbow Ceiling: Social Identity as a Hidden Variable in Career Advancement

Pushkala Prasad; Skidmore College; pprasad@skidmore.edu

Anshuman Prasad; U. of New Haven; aprasad@charger.newhaven.edu

Luck in the Meritocracy: Attributions that Soften Critiques of Inequality

Maureen Scully; Simmons College; maureen.scully@simmons.edu

We've Come A Long Way?: Benefits and Costs of Having a Female Mentor

Stacy Blake-Beard; Simmons College; stacy.blakebeard@simmons.edu

Jenny Ungbha Korn; Northwestern U.; j-korn@kellogg.northwestern.edu

Tuesday, Aug 5 2003 10:30AM - 11:50AM at Washington State Convention & Trade Center in 4A Exhibit Hall/GDO

Gender and Leadership

Leader Emotional Expression, Leader Gender and Leader-Member Exchange

Kathryn Sherony; Purdue U.; sherony@mgmt.purdue.edu

Gender Differences in Social and Emotional Skills and Charismatic Leadership

Kevin Groves; Claremont McKenna College; kevin.groves@claremontmckenna.edu

Sources of Interpersonal Power and Barriers to Female Candidacy for Political Office

Sara Beth Kimmel; Belhaven College; skimmel@treasury.state.ms.us

Tuesday, Aug 5 2003 10:30AM - 11:50AM at Red Lion Hotel in Orcas

Disabilities at Work: Discrimination and Accommodation

Chair: **Elizabeth Cooper**; U. of Rhode Island; ecooper@uri.edu

Discussant: **Marianne Miller**; Virginia Commonwealth U.; mmiller@vcu.edu

Discriminatory Practices in Hiring: Institutional and Rational Economic Perspectives

Mark Harcourt; Waikato U.; mark@waikato.ac.nz

Helen Lam; Athabasca U.; helenl@athabascau.ca

Carolyn Dexter Award Nominee

Predictors of Helping Behavior Elicited Toward Disabled Coworkers

Brian Keith Miller; James Madison U.; millerbk@jmu.edu

Anticipated Consequences and Decisions to Request Accommodation: The Requester's Perspective

David C. Baldrige; Rochester Institute of Technology; dcbbbu@rit.edu

John F. Veiga; U. of Connecticut; veiga@uconnvm.uconn.edu

Tuesday, Aug 5 2003 10:30AM - 11:50AM at Red Lion Hotel in Bainbridge

Sexual Orientation, Disability, Obesity, and Subordinant Status: New Dimensions of Diversity

Chair: **Pushkala Prasad**; Skidmore College; pprasad@skidmore.edu

Understanding Heterosexism at Work: The Straight Problem

Belle Rose Ragins; U. of Wisconsin, Milwaukee; ragins@uwm.edu
Carolyn M. Wiethoff; Indiana U., Bloomington; cwiethof@indiana.edu

Research on Individual & Organizational Factors Affecting People with Disabilities in Organizations

Dianna L. Stone; U. of Central Florida ; dianna.stone@bus.ucf.edu
Eugene F. Stone-Romero; U. of Central Florida ; estone@pegasus.cc.ucf.edu
Kimberly Lukaszewski; State U. of New York, New Paltz; kimluke@msn.com

Obesity, Appearance, and Organizational Outcomes: Health, Performance, or Discrimination?

Myrtle P. Bell; U. of Texas, Arlington; mpbell@uta.edu
Mary E. McLaughlin; Pennsylvania State U. ; mem@psu.edu

The Color of Privilege: Multiple Identities That Cross the Boundaries of Privilege and Oppression

Martin N. Davidson; U. of Virginia; mdav@virginia.edu

Tuesday, Aug 5 2003 2:30PM - 3:50PM at Red Lion Hotel in Bainbridge

Leadership: The Many Faces of Military Leaders

Chair: **Kathleen M. Campbell**; U.S. Military Academy; LK6954@usma.edu

The "Be, Know, Do" Model of Leader Development

Donald J. Campbell; U.S. Military Academy; ld6829@usma.edu
Gregory J. Dardis; U.S. Military Academy; lq6337@exmail.usma.edu

Self-monitoring, Values, and Gender in Leader Development

Jerry Baird; U.S. Military Academy; LJ5034@usma.edu

TAC Officers and Professors as Role Models for Cadets

Kathleen M. Campbell; U.S. Military Academy; LK6954@usma.edu
Eric Woolf; U.S. Military Academy; lk6954@usma.edu

Support for "Road Warriors" in the U.S. Army

Kathleen M. Campbell; U.S. Military Academy; LK6954@usma.edu

Tuesday, Aug 5 2003 2:30PM - 3:50PM at Washington State Convention & Trade Center in 4A Exhibit Hall/GDO

Careers, Gender, and Diversity: IT, Expatriates, and Retirees

Technology Attitudes, Anxiety, and Involvement: Are There Gender Differences?

Kellye Jones; Our Lady of the Lake U.; kjones@flash.net
Raydel Tullous; U. of Texas, San Antonio; rtullous@utsa.edu

Barriers to Women in Info-Tech

Susan G. Michie; Oklahoma State U.; michies@okstate.edu
Debra L. Nelson; Oklahoma State U.; dln0802@okstate.edu

Tracking Bias Against the Selection of Female Expatriates: Implications for Business Education

Charles M. Vance; Loyola Marymount U.; cvance@lmu.edu
Yongsun Paik; Loyola Marymount U.; ypaik@lmu.edu
Judith A. White; U. of Redlands; jwhite@cruzio.com

Post-retirement Work: Factors Related to the Return to Paid or Unpaid Work

Elaine M. Wong; U. of California, Berkeley; ewong@haas.berkeley.edu

Sheldon Zedeck; U. of California, Berkeley; zedeck@socrates.berkeley.edu

Tuesday, Aug 5 2003 2:30PM - 3:50PM at Red Lion Hotel in Orcas

Work/Family Interface: Gender, Race, and Other Factors

Chair: **Diana Bilimoria**; Case Western Reserve U.; dx12@po.cwru.edu

Discussant: **Jennifer L. Berdahl**; U. of Toronto; jberdahl@rotman.utoronto.ca

The Study of Work-Family Interaction and Role-Identity Salience: Does Gender Really Matter?

Lori L. Wadsworth; Brigham Young U.; lori_wadsworth@byu.edu

Winning Couples: Predicting Conjoint Perceptions of Work, Family, and Balancing Success

Ronit Waismel-Manor; Cornell U.; rw57@cornell.edu

Phyllis Moen; Cornell U.; pem3@cornell.edu

Stephen Sweet; Ithaca College; ssweet@ithaca.edu

The Relation of Gender and Racial Similarity to Family-Supportive Supervision

Sharon Foley; Drexel U.; sf46@drexel.edu

Frank Linnehan; Drexel U.; linnehf@drexel.edu

Jeffrey Greenhaus; Drexel U.; greenhaus@drexel.edu

Christy H. Weer; Drexel U.; chw24@drexel.edu

Tuesday, Aug 5 2003 2:30PM - 3:50PM at Red Lion Hotel in Emerald 3

Diversity and the Leaky Pipeline: Interaction Patterns, Job Search Choices, and Retention

Chair: **Barbara A. Gutek**; U. of Michigan ; bgutek@umich.edu

Chair: **Kathryn M. Bartol**; U. of Maryland, College Park; kbartol@rhsmith.umd.edu

Advertising for Diversity: The Influence of Diversity Strategy on Applicant Job Pursuit Intentions

Holly S. Slay; University of Maryland; hslay@rhsmith.umd.edu

Debra L. Shapiro; U. of Maryland; shapiro@unc.edu

Individual Differences as Predictors in Job Preferences and Job Search Behavior

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Personal Characteristics as Predictors of Same- and Different- Gender Network Ties

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Ties That Blind: Heterophily as a Base of Negative Ties

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Retention & Turnover in the IT Workforce: Gender, Minority Status, & Job & Organization Factors

Pascale Carayon; U. of Wisconsin, Madison; carayon@engr.wisc.edu

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Tuesday, Aug 5 2003 4:10PM - 5:30PM at Red Lion Hotel in Orcas

Gender and Occupational Equity: Expectation and Reality

Chair: **D. Anthony Butterfield**; U. of Massachusetts, Amherst; dabutter@mgmt.umass.edu

Discussant: **Cherlyn S. Granrose**; Berry College; cgranrose@campbell.berry.edu

The Effect of Gender and Social Comparison Referents on Expected Achievement in Organizations

Donald E. Gibson; Fairfield U.; dgibson@mail.fairfield.edu

Barbara S. Lawrence; U. of California, Los Angeles; barbara.lawrence@anderson.ucla.edu

Contract Making and Breaking: University Sex Discrimination Cases

Sonia M. Goltz; Michigan Technological U.; smgoltz@mtu.edu

Breaking and Entering: State-Level Recognition of Women as Lawyers

Heather Geraci; Cornell U.; hmg7@cornell.edu

Tuesday, Aug 5 2003 4:10PM - 5:20PM at Red Lion Hotel in Bainbridge

An Academic in Practitioner Clothing: Diversity Practitioners at Work

Speaker: **Wayne M. Wormley**; The Wormley Company; wmwconsults@cs.com

Speaker: **Carolyn Wiley**; Mercer Human Resource Consulting; medaom.regprog@mercer.com

Speaker: **Benjamin Paul Ocasio**; AAA Research; aaaresearch@aol.com

Speaker: **C. Douglas Johnson**; Michelin North America; cyjoh@earthlink.net

Facilitator: **Marcus M. Stewart**; U. of Georgia; mstewart@terry.uga.edu

Wednesday, Aug 6 2003 8:30AM - 10:20AM at Red Lion Hotel in Orcas

Discrimination and Intergroup Relations in Organizations

Chair: **Jean Louise Kahwajy**; International Institute for Management Development; kahwajy@imd.ch

Discussant: **Parshotam Dass**; U. of Manitoba; pdass@ms.umanitoba.ca

Organizational-Level Antecedents to Discrimination: A Systems Perspective

Jana L. Raver; U. of Maryland; jraver@psyc.umd.edu

Lisa H. Nishii; U. of Maryland; lnishii@psyc.umd.edu

Michele J. Gelfand; U. of Maryland; mgelfand@psyc.umd.edu

Benjamin Schneider; U. of Maryland, College Park; ben@psyc.umd.edu

Reciprocal Obligations in Resource Exchanges Among Social Groups and the Effects on Life Outcomes

Rochelle Parks-Yancy; Rutgers U.; parksthom1@aol.com

Nancy DiTomaso; Rutgers Business School--Newark and New Brunswick; ditomaso@rbsmail.rutgers.edu

Corinne A. Post; Pace U.; coripost@optonline.net

Unfair Psychological Contracts and Discrimination: an Analysis of Hispanic Professionals

Donna Maria Blancero; Arizona State U.; donna.blancero@asu.edu

Robert Gregory DelCampo; Arizona State U.; robert.delcampo@asu.edu

Relational Demography & Perceptions of Fairness: Can Fair Procedures Mitigate Perceptions of Bias?

Frank Linnehan; Drexel U.; linnehf@drexel.edu

Claudia Harris; North Carolina Central U.; charris@ncsu.edu

Gerald Ross; Temple U.; gross001@unix.temple.edu

Wednesday, Aug 6 2003 8:30AM - 10:20AM at Washington State Convention & Trade Center in 609/610

Gender and Organizational Processes: Collective Representations as a Barrier to Gender Equity

Chair: **Jennifer R. Overbeck**; Stanford U.; overbeck@stanford.edu

Discussant: **Lotte Bailyn**; Massachusetts Institute of Technology; lbailyn@mit.edu

Gender and Social Influence

Linda Carli; Wellesley College; lcarli@wellesley.edu

Exposure to Benevolent Sexism and Complementary Gender Stereotypes

John T. Jost; Stanford U.; jost_john@gsb.stanford.edu

For Love or Money (or Respect): Gender Differences in Relational and Economic Aspirations

Jennifer R. Overbeck; Stanford U.; overbeck@stanford.edu

Making a "Good Impression" in Negotiation: Gender Differences in Impression Goals

Jared R. Curhan; Massachusetts Institute of Technology; curhan@mit.edu

The Rise of Female Leaders

Alice Eagly; Northwestern U.; eagly@northwestern.edu

Wednesday, Aug 6 2003 10:40AM - 12:00PM at Red Lion Hotel in Orcas

Creativity and Democracy in Diverse Work Groups

Chair: **Keith James**; Colorado State U.; kjames@lamar.colostate.edu

Surface- and Deep-level Diversity Effects on Project Teams' Social Integration and Creativity

Jacob Eisenberg; Cyprus International Institute of Management; jacobe@ciim.ac.cy

Gender, Nominal Group Technique and Individual Contributions to Group Creative Project Quality

Keith James; Colorado State U.; kjames@lamar.colostate.edu

Cheryl Asmus; Colorado State U.; asmus@cahs.colostate.edu

We Believe We Can: Collective Creativity Efficacy and Its Antecedents and Group Creativity in Korea

Shung Jae Shin; Texas A&M U.; sjshin@cgsb.tamu.edu

Jing Zhou; Texas A&M U.; jing-zhou@tamu.edu

Wednesday, Aug 6 2003 10:40AM - 12:00PM at Red Lion Hotel in Bainbridge

Gender Harassment: Most Common, Least Understood

Chair: **Deborah MacKenzie**; U. of Toronto; mackenzie@rotman.utoronto.ca

Chair: **Robin Church**; U. of Toronto; church@rotman.utoronto.ca

Presenter: **Margaret S. Stockdale**; Southern Illinois U.; pstock@siu.edu

Presenter: **Jennifer L. Berdahl**; U. of Toronto; jberdahl@rotman.utoronto.ca

Presenter: **Deborah Erdos Knapp**; Kent State U.; dknapp@bsa3.kent.edu

Presenter: **Robert Sardy**; Progressive Research and Traing for Action; rssardy@aol.com

Presenter: **Jane Goodman-Delahunty**; U. New South Wales; jdelahunty@psy.unsw.edu.au

Wednesday, Aug 6 2003 10:40AM - 12:00PM at Washington State Convention & Trade Center in 619/620

The Effects of Formal and Informal Family-Friendly Organizational Supports

Chair: **Leslie B. Hammer**; Portland State U.; hammerl@pdx.edu

Chair: **Cynthia A. Thompson**; Baruch College; ThompCUNY@aol.com

Discussant: **Lois E. Tetrick**; U. of Houston; ltetrick@uh.edu

Work-Life Practices: A Multi-Level Search for the Optimal Bundle

Richard E. Kopelman; Baruch College; richard_kopelman@baruch.cuny.edu

David Prottas; Baruch College; david.prottas@verizon.net

Cynthia A. Thompson; Baruch College; ThompCUNY@aol.com

Eileen Jahn; College of St. Joseph; ejahn@sicny.edu

Effects of Work-Family Role Combination and Work-Family Culture

Khatera Sahibzada; Portland State U.; khatera@pdx.edu

Leslie B. Hammer; Portland State U.; hammerl@pdx.edu

Margaret B. Neal; Portland State U.; nealm@pdx.edu

Daniel Kuang; Portland State U.; danielk@pdx.edu

Portable Work: Organizational Support Makes All the Difference in Whether It Works

Susan C. Eaton; Harvard U.; susan_eaton@harvard.edu

Brenda A. Lautsch; Simon Fraser U.; blautsch@sfu.ca

Ellen Ernst Kossek; Michigan State U.; kossek@msu.edu

Impact of Organizational Support on Travel Stress

Mina Westman; Tel Aviv U.; westman@post.tau.ac.il

Contrasting HR Managers' and Employees' Perception of Family-Supportive Culture

Steven A.Y. Poelmans; U. of Navarra; poelmanssteven@iese.edu