

## **Gender & Diversity in Organizations Division**

### **Winter 2001 Newsletter**

**Lynn Bowes-Sperry, Western New England College, Editor**

#### **Call for Nominations: GDO Leadership Positions**

***Laura Graves, Past Chair--Clark University***

This Spring, GDO members will elect a Program-Chair Elect, five new Executive Committee members, and a representative to the AOM Council. I want to encourage you to nominate yourself or others for these positions. Please contact me by email ([lgraves@clarku.edu](mailto:lgraves@clarku.edu)) or phone (508-793-7466) by **March 1, 2001** to make your nominations.

Here is some information on the officer positions that will be open...

#### **Program Chair Elect**

The Program Chair-Elect will be responsible for the GDO Professional Development Workshop in 2002 and will serve as Program Chair, Chair-Elect, Chair, and Past Chair in subsequent years. Nominees for Program Chair-Elect should have a strong record of involvement in the division (e.g., committee chair experience), leadership and organizational skills, and a high level of involvement in diversity research.

#### **Executive Committee Members**

Executive Committee members, together with other division officers, are responsible for the governance of the division. Typically, nominees for the Executive Committee have contributed to the division through service (e.g., reviewer, committee membership) or diversity research or both.

#### **GDO Representative to the AOM Council**

The GDO representative to the AOM Council represents the general interests of division members and is not a division officer. The representative should be someone who has not already been involved in the leadership of the division.

#### **2001 Academy of Management Meeting: Washington D.C. Pre-Conference**

***Ellen Ernst-Kosseck, PDW Co-Chair--Michigan State University***

The preconference will be held **Saturday afternoon Aug 4 through Sunday Aug. 5**. Highlighted sessions include:

- Gender and Diversity in Organizations in the New Economy: Perspectives from Europe
- Using the Internet to Create Virtual Think Tanks on Research and Teaching
- Work and Family: New Research Directions.

On Sunday Morning Aug 5, a research networking workshop will be held. Preregistration is **STRONGLY ENCOURAGED** as space is limited. More detail on this workshop is listed below.

## **Two Heads are Better Than One: Networking and Research in Progress Workshop**

Please mark your calendars and palm pilots for GDO's professional development workshop "Two heads are better than one: Networking and research in progress workshop" to be held on **Sunday, August, 5th from 9:00 a.m.- 12 p.m.** This workshop will provide participants with a way to give and receive feedback, ideas, and connections to each other regarding research-in-progress in areas related to gender and diversity.

We will hold the **networking session from 9:00 -10:30** and the **research-in-progress session from 10:30-12:00**. Please come for one or both sections of the workshop. For the networking session, all you need to do is show up (like in previous years) and state what you are looking for in a research partner and what you need.

***For the research in progress section*** of the workshop ONLY - *Ellen Ensher will need a brief summary of your research-in-progress* prior to the workshop so that we can best match you with colleagues that will be most helpful to you. Look for details and deadlines in future communications.

For more information, please contact workshop organizers, Ellen Ensher at ([eensher@lmu.edu](mailto:eensher@lmu.edu)), Ellen Fagenson-Eland at ([efagenso@som.gmu.edu](mailto:efagenso@som.gmu.edu)), or Belle Rose Ragins at ([ragins@uwm.edu](mailto:ragins@uwm.edu).)

## **GDO 2001 Doctoral Consortium**

***Betsy Cooper, GDO Doctoral Consortium Chair -- Univeristy of Rhode Island***

*'How will I survive grad school?' 'Will I ever get a job?' 'With whom can I work?'*

If these are questions you ask yourself, come to **the Gender and Diversity in Organizations Doctoral Consortium from Friday night August 3 to noon Sat. August 4**. All graduate students are invited to attend. Space is limited so please indicate your interest as soon as possible. The doctoral consortium will include sessions on survival in school, job search and transition from student to colleague, and collaborative research. The consortium is set up to encourage interaction and discussion. You are also invited to participate in the GDO pre-conference beginning Saturday afternoon. For more information on how to register, students should send an email to me, Betsy Cooper, at ([ecooper@uri.edu](mailto:ecooper@uri.edu)). Hope to see you there!

## **The New Economy and Changing Employment Relationships: European Perspectives on Gender and Diversity**

This session, which is **cosponsored with the HR and IM divisions**, includes presentations by leading European scholars regarding how the new economy is impacting women and minorities. The scholars will discuss how they came to research the topics they did, and present key learnings that will have relevance for future research on this topic. Jean Hartley (Warwick University) and colleague Rashman's paper is on ***Networking and Learning in the Modernization of Local Public Services in the United Kingdom: Implications for Gender and Diversity***. Their paper examines how gender roles in the workplace affect and are affected by the major changes which public sector organizations are currently undergoing in the UK. Rene Schalk of the Netherlands will speak on ***Flexibility and Security?: The Impact of New Employment Relationships on Women and Minorities in the Netherlands***. He will contribute views from the continental European perspective and the cross-national comparison of psychological contracts with Denise Rousseau. Lynn Davidson of UMIST and colleagues paper will be on ***Working Towards Equality in the Construction Industry, a three year study***. Susan Lewis of Manchester University will speak on ***Banks Undergoing Transformation: The Implications for Workers and their Families***.

## **GDO Members' Suggestions to the AOM Council for Improving the Academy**

***Myrtle P. Bell, GDO Representative to AoM Council -- University of Texas at Arlington***

The response to the request for your ideas about the direction of the Academy has been terrific. Thanks for your thoughtful and sincere comments. It appears that they fall into about five general categories:

1. Status/hierarchy/power/inclusion
2. Internationalization
3. Costs
4. Social Activism
5. AoM Web and On-Line journal accessibility

Most suggestions were directed toward status/hierarchy/power/inclusion issues, followed by the other four in descending order. The status/hierarchy/power/inclusion comments recommended giving full voice to people who have typically not had voice in the Academy (e.g., those from less prestigious institutions, those without tenure or in non-academic positions, etc.), assessing the power networks of the Academy and how they are maintained, having scholarships for people from developing countries, and having involvement opportunities for non-academics at the annual meetings.

Suggestions for greater internationalization included the need to acknowledge and integrate other standards, criteria, and forms of scholarship (including non-American research methods) and efforts to include more research from non-native English speakers. Suggestions about Academy costs included having a tiered fee structure to assist low-income (potential) attendees, those from countries with low pay and/or unfavorable exchange rates, and persons with out-of-pocket costs due to university funding issues.

The social activism comments recommended that social activism be added back to the GDO mission such that our scholarship can be used to help diverse groups and that the Academy overall recognize that scholarship makes political and social statements.

The web and journal comments centered on accessibility and speed (especially in early January for the AoM web-page!). Members also requested the option of receiving as e-mails the abstracts of articles in the Academy journals, with the ability to read the entire article on-line from that e-mail as desired. Finally, several of the ideas overlapped categories--such as the inclusion, internationalism, and cost focus of the tiered fee structure, for example.

Of course, this is just a summary of the most frequently listed types of comments and is not intended to be inclusive. Be assured that your ideas will be carried forward and that nothing is too small or irrelevant if it's important to you. If you would like to form or serve on a committee to work on some of these things, please let me know as well.

If you have not provided your input, or have thought of something additional, please send a note to me at [mpbell@uta.edu](mailto:mpbell@uta.edu).

## **Call for Nominations for the Janet Chusmir Award for Service**

### ***Sherry E. Sullivan, Committee Chair***

The Janet Chusmir Service Award sponsored by Sage Publishers is presented to the nominee who has made an outstanding contribution to The Gender and Diversity Division and who has personally provided support for women in the field. Members of the committee are: Yasmin S. Purohit, (Nomination Chair), Lisa Mainiero, Jamie Moore, Gary Powell, Claire A. Simmers, and Sherry E. Sullivan (Committee Chair).

To nominate, we require a letter of recommendation outlining the nominee's outstanding contributions and a copy of the nominee's vita. For the first time, we would like to **encourage electronic submissions**. Please specify the word processing program you used and include "Chusmir/Sage Award" in your email subject header.

Past winners of the Janet Chusmir Award are: Gary Powell, Bette Ann Stead, Dot Moore, Lynda Moore, Janet Adams, and Stella Nkomo

**Deadline for submission is April 1, 2001.**

Send email nominations to **Yasmin Purohit at** ([ypurohit@sju.edu](mailto:ypurohit@sju.edu)). If you prefer U.S. mail, please send six copies of the materials to: Yasmin Purohit, Chusmir/Sage Nomination Chair, Management & Inf. Systems Dept., Erivan K. Haub School of Business, St. Joseph's University, 5600 City Avenue, Philadelphia, PA 19131

## **GDO Member Highlights**

Suzanne C. de Janasz, James Madison University, has written a book on interpersonal skills in

organizations. The book includes a lengthy chapter on the impact of diversity (primarily gender and ethnicity/culture) on interpersonal effectiveness. According to the authors, other books in this genre offer from no to moderate coverage of diversity issues. The complete reference is listed below.

de Janasz, Suzanne C., Dowd, Karen O., and Schneider, Beth Z. (2002, available July, 2001) [Interpersonal Skills in Organizations](#) (text and instructor's manual). Burr Ridge, IL: Irwin McGraw-Hill.

## Conferences/Calls for Papers

### Society for Business Ethics, Annual Meeting, 2001:

The annual meeting of the Society for Business Ethics will be held from August 2-5, 2001, in Washington, DC.

The Society invites the submission of papers for presentation at this meeting. Papers should not exceed 25 pages, including references and exhibits. Proposals for symposia, panels or special workshops should include a summary statement of the proposed event by its organizer, as well as statements from each participant regarding the substance of their intended contribution, and their commitment to attend. All presenters and participants are expected to register for the meeting.

Send FOUR copies of your paper or proposal appropriate for blind review (no name or affiliation on the paper, itself, please), **by March 1, 2001**, to the program chair:

Laura P. Hartman  
DePaul University - Executive Offices  
1 E. Jackson Blvd.  
Chicago, IL 60604

The conference will be held at the beautiful, convenient Hotel Washington (<http://www.hotelwashington.com/>) Pennsylvania Ave at 15th Street, NW Washington, DC 20004, Tel - (202) 638-5900 Fax - (202) 638-1594.

For more info, email program chair Laura Hartman at [Lhartman@wppost.depaul.edu](mailto:Lhartman@wppost.depaul.edu) (312/362-6569) or check out the SBE website at <http://www.luc.edu/depts/business/sbe/>.

Call for Papers for Edited Book: Global Perspectives On Diversity Management And Policy

Charmine Härtel solicits proposals for chapters for a projected Y2003 edited research volume that presents case studies, survey research, conceptual developments, philosophical perspectives, and policy challenges related to the inclusion of diversity, where diversity is defined broadly to include minority groups, historically disadvantaged groups, and any difference around which conflict, protests, public debate and violence have been aroused. Comparative studies are especially welcome.

Please send a 1-2 page abstract by **June 15, 2001** directly to Charmine Hartel at

[charmine.hartel@buseco.monash.edu.au](mailto:charmine.hartel@buseco.monash.edu.au)

Completed papers are due January 1 2002.

### **New Doctoral Student Consortium: August 4, 2001 – Washington, D.C.**

First and second year doctoral students, an opportunity to learn more about your chosen profession and the Academy of Management is extended to each of you by the New Doctoral Student Consortium (NDSC). The NDSC exemplifies the Academy's interest and commitment to the professional development of doctoral students.

Learn about succeeding in your doctoral program, entering the academic profession, and participating in the Academy of Management by attending the NDSC 2001. This one-day interactive session includes presentations and discussions by leading management scholars, and active panel discussions by both senior doctoral candidates and practicing academics. This year's agenda includes:

- Strategies for launching successful publication records
- How to do exemplary research
- Employment opportunities for ABDs and PhDs
- Capitalizing on national and international networking and mentoring opportunities
- Marketing yourself with a professional vita

Attendance is limited to 125 participants so advance registration is required. Information on NDSC registration will appear in the March issue of *The Academy of Management News*.

**Registration will be made available on the Academy's website - [www.aom.pace.edu/ndsc/](http://www.aom.pace.edu/ndsc/) in March 2001.** For more information, contact Grant Fenner at ([rdodea@usit.net](mailto:rdodea@usit.net))

### Submissions for the GDO Newsletter

If you have information to share with other GDO members and/or would like to take an active role in writing the Newsletter, please contact Lynn Bowes-Sperry at [lbowessp@wnec.edu](mailto:lbowessp@wnec.edu) or 413-782-1254.

Deadline for information for the next issue is **MAY 1st** (to coincide with deadline for AOM Newsletter).