

Gender and Diversity in Organizations

A division of the Academy of Management

Winter 2004 Newsletter · *Elizabeth Weatherly, University of Alabama in Huntsville, Editor*

Happy 20th Anniversary, GDO!

Reflecting on 20 years ago...

On December 10, 1983, the Academy of Management's Board of Governors approved divisional status for the Women in Management Interest Group. As chair of the interest group, I received the letter announcing this decision from John Slocum, Academy President.

For twenty years, the Women in Management (WIM) Division, now the Gender and Diversity in Organizations (GDO) Division, has provided a forum for the sharing of research findings and a stimulus for creative thinking. More than that, it has provided a caring environment for colleagues who have been examining these important issues in their research to get together and provide mutual encouragement and support. Many people have been involved in the division in many ways to make all of this possible. Thanks to everyone for your contributions to the division and its members.

Happy 20th birthday, GDO!!!

Best wishes,

Gary Powell

Look for more celebrations to come!

Over the next year, GDO will be celebrating its first 20 years, and looking forward to the next 20 years. What have we accomplished? What have we learned? What would we still like to accomplish? What was the state of the world 20 years ago? What will the world look like in 20 years? If you would like to help us reflect on the last 20 years, or make predictions looking forward to the next 20 years, please contact Liz Weatherly at weathee@uah.edu, or 256-824-6973.

Call for Nominations

We have come to the time in the year when the Gender and Diversity in Organizations Division will need to assemble candidates an election. The positions for which we need candidates are

as follows.

Program Chair Elect

This position requires a five-year commitment. The Program Chair Elect is responsible for the pre-conference program for the 2005 Academy of Management meetings. The individual succeeds to the position of Program Chair and is responsible for the conference program for the 2006 meetings. The following year, the individual will serve as the Division Chair Elect, then as the Division Chair, and finally as the Immediate Past President (who is responsible for developing a slate of candidates and running the Divisions election--and it's a great job!).

Executive Committee Members

We will need to elect three individuals for the GDO Executive Committee for three year terms, as well as one individual to fill a two-year term. (The two year term is vacant because one of the current Executive Committee members has agreed to serve as the Division's Treasurer until such time as we can develop a job description and make this an elected position.) These individuals will be responsible for guiding the Division over the next three years. These years are likely to be important in terms of the Division's growth in size and in importance to the Academy as a whole.

All nominees must be members of the Gender and Diversity in Organizations Division, as well as being members of the Academy of Management. As the Chair of the Nominating Committee, I will be happy to check to see if an individual that you have nominated is a member of the Division. I will also check to see if the nominees for the positions are willing to serve.

Please think carefully about those individuals who have made a contribution to the Division and who might be willing to contribute even more over the next several years. **ALL NOMINATIONS ARE CHEERFULLY AND GRATEFULLY ACCEPTED. SELF-NOMINATIONS ARE ESPECIALLY ENCOURAGED** (since, after all, I won't have to check to see if you are really willing to serve!). **THE DEADLINE FOR NOMINATIONS IS MONDAY, APRIL 5, BUT I'D LOVE TO HEAR FROM YOU BEFORE THAT!**

Thank you in advance for thinking about the welfare of our Division and the individuals that you think could best guide us through the next several years. I hope to hear from you soon!

Gayle Baugh
gbaugh@uwf.edu
850-474-2206, 850-474-2314 (fax)

AOM New Orleans Update

From the PDW Coordinator, Myrtle Bell

Update on Professional Development Workshops

Thanks to everyone who submitted a proposal for consideration as a PDW for the upcoming Academy meeting in New Orleans. The PDWs will run from Friday afternoon through Sunday noon. Please plan to come early to attend the PDWs.

GDO received nearly 20 direct submissions, as well as several other requests for co-sponsorship from other divisions' PDW chairs. We are working to finalize the PDW program now, and I am certain the program will be terrific, with diverse, innovative PDWs of interest to all of us.

Many thanks to those who volunteered to participate in and run the Doctoral Consortium. We have an outstanding group of participants and events to help doctoral students in their development as diversity scholars, in the job search process, as faculty members, as researchers, and many other important aspects of their life in academia. Encourage your Ph.D. students to enroll in and attend this consortium. See you in New Orleans!

Myrtle Bell

GDO Member Accomplishments

Congratulations to the following GDO Members and Friends!

Robbin Derry has moved to the Kellogg School's Ford Center for Global Citizenship to pursue research funded by a major grant from the NIH to study the tobacco industry using internal company documents. Robin has also written a detailed sexual harassment case based on her own experiences which may be of particular interest to GDO members. Specifically, she lost her job two years ago at a regional state university in North Carolina as a result of reporting sexual harassment of students by a professor who was chummy with the provost and the chancellor. She was accused of using the class room as a forum for disparagement, because she taught a class on research ethics and encouraged students to think about ethical issues in their own lives. She fought it, brought a grievance, filed a lawsuit, ultimately won, and got her job back (although, as we can see, she has moved on to better things). You may contact Robbin about her case study or about accessing previously confidential tobacco industry documents at r-derry@kellogg.northwestern.edu or 847 491-4976.

Ellen Fagenson Eland received the 2003 Academy of Management's Mentoring Best Practices Award, for my research and service in mentoring at AOM. She also received the 2003 Sage Janet Chusmir Award for Service to the GDO Division of the Academy of Management.

Ellen Kossek, former Chair of the GDO Division, was elected to the Board of Governor's of the Academy of Management from 2003-2006.

David Kravitz was one of five recipients of the George Mason University 2003 Teaching Excellence Award.

Rich Martell received an NSF grant to further his research on gender bias and organizational mobility. His research will examine the impact of gender bias in performance evaluations on women's organizational mobility and final levels of organizational attainment by using computational modeling. By understanding how different models of mobility and other related organizational factors mediate the bias-to-exclusion relationship, policy-makers and organizational leaders will be better positioned to (a) recognize the impact of gender bias, (b) understand the organizational practices that lead to the exclusion of women, and (c) develop research-based interventions to broaden the participation of women in the most senior ranks of management.

Belle Rose Ragins was elected a Fellow of the Society for Industrial-Organizational Psychology and the American Psychological Association. She was also appointed Research Director of the Institute for Diversity Education and Leadership (IDEAL) at the University of Wisconsin-Milwaukee.

Congratulations, GDO!

Diversity Past Achievement Award

To the GDO Division:

On behalf of the Board of Governors of the Academy of Management, I want to thank you for your submission to the 2003-2004 Diversity Initiatives and Innovations Awards Program. It was inspiring to see so many fine proposals submitted, and this meant that the job of judging was difficult. The six proposals were evaluated by members of the Divisions & Interest Group Relations (DIGR) Committee and Denise Rousseau, President-Elect of the Academy as well as myself as DIGR Chair for the year.

I am pleased to inform you that the GDO Division was selected as an Award Recipient. This is based on our recognition of your Division's past co-sponsoring efforts with the Management Education (MED) Division to create a teaching website whose materials pertain to issues of managing diversity. We believe that this website can indeed be a valuable resource to all those in the Academy whom you alert about this online "teaching-library." We are awarding GDO \$1250.00 to support your continuing efforts to leverage needed resources from your Division and other sources for the purpose of adding resources to the GDO teaching-website. Ideally, these monies may help you also add such resources in ways that increase the technological ease with which all Academy members can find and order diversity management-related resources for their classroom use.

If you have any questions, you can contact me (home 301-231-6905, office 301-405-9781, email: dshapiro@rhsmith.umd.edu) or Isabel Barney (ibarney@pace.edu). Once again let me congratulate you, your team and your Division for its outstanding efforts to improve the Academy.

Sincerely,



Debra L. Shapiro
*Governor of the Academy of Management, and
Chair, Division and Interest Group Relations Committee*

Calls for Papers

Looking for a publication outlet for your gender and diversity scholarship? Consider submitting to *Group and Organization Management* (GOM)! The Editor, Alison M. Konrad, is a Past Chair of the GDO Division and can promise your submission will be handled by experts in the GDO field. We have outstanding qualitative, critical, and quantitative scholars on our board, so you can be assured that your paper will be evaluated by people who are qualified to provide you with solid guidance.

Publishing in GOM will also enhance your career. We are a ranked journal in the fields of management and applied psychology, which means we've passed the ISI's rigorous standards for quality of Editorial Board and excellence of the review process. If you take a look at the March, 2003, issue, you'll see 6 outstanding papers in our Special Issue on Workplace Diversity, and many papers in the GDO field are published in regular issues of GOM as well. We are also expanding from 4 to 6 issues per year, so you won't have to wait long to see your accepted GOM articles in print!

GOM's submission guidelines are available on the Sage website at www.sagepub.com (click on the Journals tab). You can also contact us directly at gom@ivey.uwo.ca.

Position Openings

[Center for Women's InterCultural Leadership \(www.saintmarys.edu/~cwil\)](http://www.saintmarys.edu/~cwil)

Saint Mary's College, is a Catholic, four-year liberal arts institution for women located in South Bend, Indiana with an enrollment of 1,600 students. Saint Mary's College has established the Center for Women's InterCultural Leadership through support of a Lilly Endowment, Inc. grant. The Center for Women's InterCultural Leadership seeks to increase awareness of the importance of intercultural dialogue in today's world; to highlight the leadership roles women have adopted in such dialogue; and to foster the next generation of women leaders. In pursuit of these goals, the Center offers a number of fellowships, which are joint appointments with academic departments. All appointments are for one year with the possibility of a renewal for a second year. CWIL Fellows have three general types of responsibilities: 1) research; 2) teaching courses relating to cultural or women's leadership issues; 3) assisting the Center and/or the department in its programmatic and community activities. The relative weight of these activities will vary depending upon the type of fellowship and the needs of the sponsoring department.

The Center seeks qualified individuals from a variety of disciplines to fill the following position for the 2004-2005 academic year:

Business Administration and Economics: Saint Mary's College announces a one year teaching/research position, beginning Fall, 2004. Ph.D. preferred, ABD considered. Responsibilities include teaching courses in Business Administration, Management, with teaching and scholarly interests in either Gender and Diversity Issues or International business. The successful applicant will conduct research throughout the year in the area related to the mission of the Center for Women's InterCultural Leadership (CWIL) at the College. The review of applications will begin immediately and continue until this position is filled. Applicants should send a vita, statements of teaching and research interests, past syllabi and/or teaching evaluations, three letters of recommendation, and transcripts to:

Jill Lynn Vihtelic, Chair, Department of Business Administration and Economics, Saint Mary's College, Notre Dame, IN 46556. For full consideration, completed applications should be in by March 30, 2004. Women and minorities are encouraged to apply. EOE

From the Website Manager...

GDO Web Site gets a new look! You can help.

Ron Ophir
GDO Website Manager
York University

Let me introduce myself: I am the new GDO web coordinator, a.k.a. GDO webmaster. Well, I know I am not quick to relinquish control, but I'm not quite sure I am comfortable being called 'master'... maybe Web Diva... hmmm... I will need to earn that title.

Before I continue, please join me in thanking Carolyn Wiethoff, our outgoing webmaster, for doing a fabulous job in developing and updating our web site for the past several years.

THANK YOU! Carolyn, I am looking forward to following in your footsteps.

And now, an update about the GDO web site. The site has gotten a new look, enhanced navigation, and (with your assistance) additional content. The goal is to have a site in which members, prospective members, and anyone else interested in organizational diversity, would be able to:

- Learn more about our division, about its leadership, and about ways to get involved.
- Locate resources for teaching and researching diversity.
- Conduct discussions and collaborations around diversity.

The site address is: <http://divisions.aonline.org/GDO/>

How can you help? Send in ideas and suggestions:

- What would you like to see on the web site?
- What do you like in the current site, and what would you like to see changed?

How can you help? Share from your experience:

- Share teaching resources: course syllabi, activities, assignments, a link to your course web page (if it is accessible to the general public), any other teaching-related material such as articles, videos, or other resources you have found useful in your teaching.
- Share research-related resources: journals (for a journal list), books or articles, measures and scales, grant opportunities.
- Post announcements that would be of interest in GDO members.

Your contributions are greatly appreciated. Please do not hesitate to send any comments, ideas, or suggestions, to ophir@yorku.ca. Please send attachments in one of the following formats: Microsoft Word, PDF or Rich Text Format (RTF).

From the Newsletter Editor...

I must apologize profusely for the omission of a Fall newsletter and the lateness of this Winter edition. Technically, it is still Winter till Friday, and its snowing in New York. Of course, its only winter in the Northern Hemisphere. For all of you in the real south (i.e., the Southern Hemisphere), this would be the (late) Summer Newsletter. As we are interested in diversity, we certainly want to be inclusive of our friends down south, and not appear to favor one hemisphere over another!

Ever have one of those days? Well, I've had several of those months. Since the last newsletter, I've had surgery (planned), lost 36 pounds (yeah!), broken my toe (ouch!), backed into my sister's car, and had four adult and seven children as houseguests (for one weekend). Plus, my mom backed into my car (unrelated to my backing into my sister's car), and she was in the hospital twice (but is doing better now). My students can't make up these kind of excuses!

So, this is a short newsletter. Thank you to all who provided information for this newsletter. Please forgive me if I left anything out. I will gladly include it in the next newsletter, which

should come out in May.

Finally, if there is anyone who would like to **volunteer to be co-editor of this newsletter**, I would love to hear from you. I promise the job is not jinxed!

Thanks for your patience and understanding,

Liz Weatherly

Submissions for GDO 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.