

Gender and Diversity in Organizations

A division of the Academy of Management

Fall 2002 Newsletter · Mary E. Graham, Clarkson University, Editor

A Message from the Chair ...

Gayle Baugh, University of West Florida

Greetings from sometimes sunny, sometimes windy and always interesting Florida! It's been a very hectic period since seeing many of you in Denver, so if this message sounds a little "breathless," well, that's just me!

The first order of business is to thank a few people. First I would like to thank Betsy Cooper for the fantastic program that she presented in Denver. Betsy had the task of trying to solicit submissions after the tragic events of September 11, 2001 and the concerns about travel that followed. I know that it made her job of ensuring a flow of quality submissions much harder. She certainly rose to the challenge, as anyone who attended our sessions in Denver can attest. Betsy is probably starting to recuperate now, so if you would like to extend your own thanks for a job well done, she may even be able to respond!

Betsy wasn't the only person with program responsibilities, however. Bernardo Ferdman capably handled the pre-conference workshop with both enthusiasm and creativity—not to mention a bit of risk-taking. Using an "open-space" format, he created discussions on community and inclusion that will help to direct the Division into the future. Kecia Thomas took on the challenging task of managing the doctoral student pre-conference activities. Given that we hope that these doctoral students will become the backbone of our Division in the near future, that's a lot of responsibility! The responses I heard from attendees indicate that Kecia did a superb job of welcoming these individuals into our Division and encouraging them to find and use their talents. Thanks are due to both Bernardo and Kecia for the thought and effort they put into their positions.

Finally, I'd like to thank my predecessors in this position, Ellen Kossek and Audrey Murrell. Under their capable leadership, the Division is flourishing. Membership now stands at 806. We have 200 student members, which bodes well for our future, and 46 executive members. I must also add to my thanks each one of you for your continued membership and support of the Division!

And that leads me to my next topic. I would like to encourage all of you to think about submitting your work to this Division for the program next year. Bernardo is already hard at work preparing for the onslaught of papers that will come in the next couple of months. While I hate to encourage people to make someone's job harder, please make Bernardo's job harder! If you have work that is appropriate to this Division, please consider submitting it for consideration for the conference. If you have a colleague who has work that is appropriate for our Division, please encourage him or her to send it to Bernardo. We have great reviewers who provide excellent feedback that will help to strengthen any paper. And while I'm on that subject, please consider volunteering to be one of those great reviewers who provide excellent feedback to strengthen the body of research on gender and diversity. While I know that everyone has time constraints and can only agree to a limited number of professional service activities, your support and your professional expertise are crucial to developing a good program. And as a reward, you get to read work on gender and diversity before it is in publication, which may serve as a stimulus to your own thinking and research. I am certain that we will prove once again that the members of this Division are the best colleagues that anyone could hope for!

I also have a challenge for the Division. As I am sure you know, one of the strategic objectives for the Academy as a whole is to "provide a supportive and dynamic community for members from all institutional settings, societies, and cultures to share and learn from each other." That sounds a lot like "valuing diversity," and we are the individuals who have expertise in this area. I would like to challenge each of you to think about how we as individuals and as a Division can help the Academy to value and support diversity and to welcome a diverse membership. If you have any ideas in this regard, please contact me (by telephone, 850-474-2206, or by electronic mail, gbaugh@uwf.edu). I am certain that among the members of the Division we can find individuals who are interested in working together on any initiative that you can suggest with regard to diversity within the Academy. You can also use the Division's listserv to

develop ideas in collaboration with your colleagues in the Division.

I hope that you are all having a happy and productive new academic year. And I want you to know that I will NOT be responsible for elections this year (that's Ellen Kossek's job), and there will be NO RECOUNTS! Please make sure that when we are ready for elections next spring that you leave no chads hanging and that you remember to turn on your computer before you vote. You know how picky we in Florida get about things like that. Thanks to everyone for keeping this Division strong and active, and I look forward to working with you during this year.

Congratulations to the 2002 GDO Division Award Winners

Award Committee Chairs

[Dorothy Harlow Best Paper Award](#)

Donna Chrobot-Mason and **William K. Hepworth**, University of Colorado at Denver, for their excellent paper, "*Examining Perceptions of Objective and Subjective Racial Harassment and Managerial Responses.*"

[Dorothy Harlow Best Paper Award – Finalists](#)

First: **Frank Linnehan**, Drexel University; **Donna Chrobot-Mason**, University of Colorado at Denver; and **Alison M. Konrad**, Temple University - "*The Importance of Ethnic Identity to Attitudes, Norms and Behavioral Intentions Toward Diversity.*"

Second: 1) **Annette Davies** and **Robyn Thomas**, Cardiff Business School – "*From Crime Fighting to Problem-Solving: A Gendered Analysis of 'New Policing' Identities,*" and 2) **David A. Kravitz**, George Mason University, & **Stephen L. Klineberg**, Rice University – "*Affirmative Action Attitudes: Effects of Respondent Ethnicity, AAP Strength, and Anticipated Impacts.*"

[Sage Scholarship Award](#)

Saroj Parasuraman, Drexel University

[Best Paper Based Upon a Dissertation](#)

Kimberly-Ann Eddleston, Northeastern University

[Janet Chusmir Service Award](#)

Sherry E. Sullivan, Bowling Green State University / John Reed Center for Careers

Text of Award Presentation – 2002 Janet Chusmir Service Award

The Gender and Diversity in Organizations Division of the Academy of Management is very lucky to have Sherry Sullivan as a member. This year we honor her with the Janet Chusmir Sage Service Award. This award is presented to the member who has made an outstanding contribution to the GDO Division and has personally provided support for scholars in the field.

Over the years, Sherry has made numerous outstanding contributions to the division. She has contributed to the division by serving as a member of the Executive Board, Chairing the Sage Award Committee twice, serving on numerous division committees, chairing sessions, and reviewing papers so expertly that she won a Best Reviewer Award in 2001.

Further, she has also been involved in several regional divisions of the Academy of Management and has taken on many networking and career development roles in these organizations. She has held leadership roles in the Southern Management Association and the Midwest Academy of Management. At the Eastern and Midwest Academy she has worked as a research coach to new faculty and doctoral students. Her involvement in the Academy also includes serving in the Careers Division as a Division Chair, Program Chair, Newsletter Editor, and Historian. Moreover, Sherry has served on the Academy's Terry Book Award Committee and the Placement Services Committee.

In addition to her considerable leadership skills, Sherry's scholarly work has helped to develop and enrich our field of study. Sherry has contributed to the scholarship on women with several important articles including the article "The Changing Nature of Careers," in the *Journal of Management* which highlights the need for research on the career experiences of women and minorities. She has served on the editorial review board of the *Journal of Managerial Psychology* and was a Special Issue Editor for *Group and Organizational Management*. Sherry is such a wonderful writer and reviewer that over the years, she has won best paper and best reviewer awards from several different organizations.

By themselves, these contributions would be sufficient for Sherry to win this award, but there is more. Not only has Sherry taken

on these formal roles but she has also acted as a mentor and advocate for scholars interested in pursuing research related to gender and diversity in organizations. Through a variety of networking and mentoring activities, Sherry has helped other scholars develop their own work in this field. She has helped new members get acclimated into the Academy and has arranged links between various organizations to encourage scholars at different universities with similar interests to get to know one another. In her letter nominating Sherry for this award, Madeline Crocitto described occasions in which Sherry had personally mentored both doctoral students and junior faculty. Madeline writes, "...Sherry can be counted on to be upbeat, with helpful suggestions on how to rewrite a paper for publication, handle service responsibilities, mention a 'good person' to consult, and teach a particular topic more effectively. She empathizes with other people and will always go the extra step to find a reference, suggest a journal, and introduce people to one another."

Dot Moore who helped to create this award writes, "Professor Sullivan exemplifies those characteristics and the level of service that the Sage Service Award was developed to honor. Not only has she been a long-time and active member of the GDO division and previously in the Women in Management Division, holding both leadership positions and contributing through committee work, scholarship, mentorship and stewardship, but she has always been readily available to help others. And this is the distinguishing quality that makes her the best candidate to be the recipient of the 2002 Sage Service Award." Our division is very fortunate to have such a dedicated member. Thank you Sherry!

Call for Proposals – 2003 Professional Development Workshops

Martin Davidson, University of Virginia

Help people research better, teach better, think better, be better.

Engage GDO members and participants from the larger Academy.

Think outside the box.

Keep these simple dicta in mind as you submit proposals for the Professional Development Workshops at the Seattle Meetings. The PDW, formerly known as the pre-conference program, runs from Friday, August 1st at 1:00pm to Sunday, August 3rd at noon. PDW sessions are hands-on workshops that can be from 2 hours to 2 days in length and that allow for greater sustained engagement than is usually possible at conventional Academy of Management sessions. This longer time period provides an opportunity for more innovative programs that help members and participants do what we do even better.

Initiating, building and sustaining has been a theme that is gathering steam among many members. If you have complementary ideas, please submit them. If you have other great ideas, submit them as well. The program remains very open at this stage.

The PDW program is coordinated by the Academy's many divisions, interest groups, and theme committees. Note that PDW room space is limited, so proposals that are co-sponsored by several divisions or interest groups are encouraged so that we can share room allocations.

PDW PROPOSAL GUIDELINES:

All proposals need to include the following information (only one copy is required).

- 1) Project Title.
- 2) Submitter (contact person) information, including name, affiliation, address, phone, fax, and e-mail.
- 3) Division/Interest group sponsors being solicited and why.
- 4) A brief (e.g., 2-4 pages) description of the proposed session, including
 - a. The questions/issues that it raises,
 - b. Who it would appeal to,
 - c. Expected attendance,
 - d. Desired room set-up,
 - e. Optimal time frame, and
 - f. Any history with prior PDWs

Please download a helpful AoM template (Microsoft Word) at [<http://faculty.darden.virginia.edu/davidsonm/index.htm>] to guide you

in preparing your proposal: Please fill out all sections that apply for your proposal. Deadline for submissions is midnight on **Monday, November 11, 2002**. Please submit your proposal to the GDO PDW Chair Martin Davidson at mdav@virginia.edu. Electronic submissions are strongly encouraged, and hard copy can be sent to:

Post (required for US Mail Service):

Dr. Martin Davidson

Darden Graduate School of Business

University of Virginia

P.O. Box 6550

Charlottesville, VA 22906

Express (for FedX, DHL, etc.):

Dr. Martin Davidson

Darden Graduate School of Business

University of Virginia

100 Darden Blvd.

Charlottesville, VA 22903

(434) 924-7340

Thank You and Request from GDO-L List Manager

Jeanie Forray, Western New England College

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

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

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

AOM Mentoring Committee Seeks "Best Practice" Award Nominees

Patricia Greene, University of Missouri-Kansas City***Stacy Blake-Beard, Simmons College***

The Academy of Management Mentoring Committee is pleased to invite applicants for the **Mentoring Best Practices Award**. This annual award is given to the person(s) or institution(s) who develop and implement a program or activity that promotes mentoring within the Academy. The purpose of this award is to recognize and encourage institutional initiatives that provide developmental support to Academy members at all levels (students, junior faculty, senior faculty, postdoctoral fellows, practitioners). While we believe that one-to-one mentoring is very important, we are not seeking nominations for individuals who have acted as mentors. Several divisions offer "Best Mentor" awards for that type of activity. Examples of potential candidates for this award include, but are not limited to, research incubators or formal mentoring programs.

Criteria for selection include: creation and implementation of institutional initiatives that provide developmental support to Academy members at any level (students, junior faculty, senior faculty, postdoctoral fellows, practitioners); development of effective methods, structures, or designs for mentoring programs; implementation and direction of mentoring activities in an effective manner; and/or notable contribution to the practice of mentoring.

Submissions must be received by **December 15, 2002**. The nominations will be judged by a committee composed of several esteemed scholars. The recipient of the award will be notified by April 30th, 2003.

Self-nominated proposals are encouraged. Nominations should include a four-page (maximum) description of the initiative along with any supporting exhibits. Send nominations to: Patricia Greene, University of Missouri - Kansas City, Henry W. Bloch School of Business & Public Administration, 5110 Cherry Street, Kansas City, MO 64110. (816) 235-5841; (816) 235-6529 (fax). greenep@umkc.edu

For further details, please contact the Mentoring Award co-chairs:

Stacy Blake-Beard (stacy.blakebeard@simmons.edu) or Patti Greene (greenep@umkc.edu).

GDO Member Accomplishments

Congratulations to the following GDO Members and Friends!

Neal Ashkanasy, Charmine Hartel, & Catherine S. Daus, on publication of their article:

Ashkanasy, N. M., Härtel, C. E. J. & Daus, C. S. (2002). Diversity and emotion:

The new frontiers in organizational behavior research. Journal of Management, Vol 3, pp. 307-338.

O. Ayoko and Charmine Hartel, on publication of their chapter: Ayoko, O.B. & Härtel,

C.E.J. (2002). The role of emotion and emotion management in destructive and productive conflict in culturally heterogeneous workgroups. In N.M. Ashkanasy, C.E.J.

Härtel & W.J. Zerbe (Eds.), Managing Emotions in the Workplace. Armonk, New York: M.E. Sharpe, pp. 77-97.

Alison M. Konrad, on being named the new editor of Group and Organization Management. (See below for additional information).

The GDO Division encourages you to share your successes with us! Please send information on new appointments, promotions, publications, awards, and other accomplishments to Mary Graham at grahamm@clarkson.edu. It only takes one quick email!

A Message from the Editor of Group and Organization Management

Alison M. Konrad, Temple University

As incoming Editor of Group and Organization Management (GOM), I'd like to share some news about our new Senior Editorial Team and the direction we're taking with the journal. I'm delighted to be able to report that Leanne Atwater (AZ State U. - West), Ian Palmer (U. of Technology, Sydney), Anshuman Prasad (U. of New Haven), and Terri Scandura (U. of Miami) have agreed to serve as the new GOM Associate Editors.

Some new directions for the journal include:

- Strengthening our international ties with an Australian Associate Editor (Ian Palmer) and more international Editorial Board members
- Broadening our scholarly and methodological expertise by adding several qualitative and critical scholars to the Editorial Board
- Moving to a completely electronic manuscript review process

I hope that members of the GDO Division will be interested in participating in the journal by submitting and reviewing manuscripts. Please send new submissions and other inquiries to me at gom@temple.edu.

For information on upcoming issues, you can subscribe to the GOM "Contents Alert." Subscribing is free and easy to do: go to the Sage website at www.sagepub.com, click onto "Journals Listing," then "G," to find Group and Organization Management. In the top right-hand corner of the page is the "contents alert" link.

I look forward to hearing from you all!

GOM Electronic Submission Guidelines

Please e-mail your GOM submission to gom@temple.edu. Attach to an e-mail message two electronic copies of your submission: one with a title page containing author-identifying contact information, and one without the author-identifying title page. Each file should contain all figures, tables, and fully double-spaced references. These two files should be named GOM AUTHOR and GOM NO-AUTHOR, respectively. All submissions must be made in a Word 6.0/95 -compatible file format. Your submission will be acknowledged electronically when reviewers are assigned, usually within a day or two of receipt.

Please include in the e-mail message: three key words describing your submission that will help us identify appropriate reviewers; your assurances that your submission is original (i.e., not published elsewhere) and is not currently under review elsewhere.

In order to facilitate processing of submissions, please make sure that:

- Your submission (including references) conforms to APA format as outlined in the Publication Manual of the American Psychological Association (5th Ed.).
- All text, including references, is double-spaced in 12-pitch or larger font with margins of one inch or more.
- Your title page includes complete contact information for all authors, including mailing addresses, e-mail addresses, phone and fax numbers.
- Your abstract is 120 words or less.
- Your submission contains few and only necessary endnotes.
- There is nothing in your GOM NO-AUTHOR file that identifies the authors.
- The text of your submission, including abstract, body of the paper, and references (but not including title page, tables, and figures), is no longer than 35 pages total.
- Any prior publication of the data featured in the manuscript is explicitly acknowledged either in the manuscript or in the transmittal letter to the editor. Any forthcoming or "in press" articles which use the data should be forwarded to the editor with the submission.
- To insure author anonymity, manuscript "properties" (under FILE in Microsoft Word) should be erased prior to submission.

Any questions concerning electronic submission should be directed to the Editor at gom@temple.edu.

A Book Recommendation from the Newsletter Editor ...

Hammond, Theresa A. *A White-Collar Profession African American Certified Public Accountants since 1921*. Chapel Hill: University of North Carolina Press. Cloth: ISBN 0-8078-2708-8 Paper: ISBN 0-8078-5377-1

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

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

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

About the author

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

Submissions for GDO Newsletter

If you:

- Have information to share with other GDO Members
- Would like to recommend articles, books, or other resources.
- Have suggestions for improving the newsletter.
- Member accomplishments are welcomed and encouraged.

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

Deadline for submissions to next GDO Newsletter is Fri., Nov. 22.