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# Gender and Diversity in Organizations Newsletter

## A Division of the Academy of Management

### Fall 2005 Issue

Newsletter Editor:  
Susan Stewart  
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### Report from the Division Chair

**Martin N. Davidson**  
(University of Virginia)  
[mdav@virginia.edu](mailto:mdav@virginia.edu)



**D**ear GDO colleagues:

I'm delighted to greet you in our inaugural newsletter for the 2005-2006 year. It has been quite a journey since many of us convened in Honolulu in August. Our colleagues in the Southeast United States have most directly experienced severe trauma and displacement as a result of the hurricanes of 2005 (update information is still available through links located on the GDO webpage) and they will be affected for months to come. In this swirl of events, I was struck by my own feelings of powerlessness in the face of the natural cycles that have affected us so deeply these past few months. The sheer impact of the hurricanes and the devastation they wrought were difficult to fathom. Once wind and water subsided, colleagues and friends searched desperately for ways to care for their families, continue their work, and move on with their lives.

But even as the debate continued to rage over the government reaction in the wake of Katrina, I was reminded that the work we do—our research, our teaching and consulting—is vitally important. Through our work, we help foster understanding of the role of race and class in how events unfolded in and around New Orleans. As scholars and educators, we can shape the discourse, provide insight, foster debate and promote action that alters the course of events the next time a “Katrina” comes along. And there will be a next time. In the meantime, we must continue to reach out to our colleagues in support, while also remaining mindful of the many gifts and privileges of our daily lives we often take for granted.

The changing of summer into autumn also marked the passing of dear colleagues and friends Ellen Fagenson Eland and Su Olsen (more on their life and work later in the newsletter). Both were important members of the GDO family and they will be missed. I encourage you to take time to read remembrances later in the Newsletter and to celebrate their legacy.

**Directions for GDO in 2005-2006.** As we embark on the new year in GDO, there's a good deal of excitement in the air. Our membership continues to increase which is both gratifying and energizing. This year, my focus for the division revolves around three core themes. First, we're focusing on the ongoing strategy of the division. Where should we, as a division, direct our collective energy? We will look at (and enact) strategy in several ways this year. A task force on strategy is being formed to explore ideas that were offered in a lively **GDO Mobilizing Session** in Honolulu masterminded by Myrtle Bell with input from Bernardo Ferdman and me. As many as forty members of the division convened to share their perspectives on such issues as 1) the internationalization of the work we do and of the division, 2) the increased social and political presence the division could take, and 3) the culture and supportiveness we offer one another as the division itself becomes larger and increasingly diverse. When it comes to enacting strategic intent, one initiative that exemplifies progressive movement is the Academy of Management Coalition on Faculty Diversity. The Coalition, grounded in the GDO division, will be an advocacy group whose purpose is to promote greater domestic and international diversity among business school faculties. Coalition architect Belle Rose Ragins has already proposed several working groups—lead by various GDO members—that are up and running even as you read this. This is a truly exciting example of the impact GDO can have.

Second, I am emphasizing organizational learning within GDO. This theme is meant to address learning from the most basic issues of how we document what we do so future GDO members have a record of goals and accomplishments, all the way to how we work together as a community to learn ways to empower and support one another more effectively. For example, at this at meeting, one of our members submitted work on sexual orientation and was greeted with a review that challenged the author to introspect on the extent to which the author was being sinful, which frustrated and offended the author. In context, there is greater depth and complexity to the story, as there often is. But for me, the point is we need to explore collectively our norms for how we engage one another. The truth is we are not the relatively homogenous collection of scholars we were even as recently as a decade ago. We bring more of ourselves to the Academy and we are bringing it strong. I would submit we must consciously re-evaluate our norms of engagement with one another in light of our diversity. And there are many other learning paths for us to explore.

The third and final theme is simply division management. We've already begun to address the issue of enhancing our governance structure by appointing a secretary to join the GDO leadership team (see the announcement of our new secretary, C. Douglas Johnson, below). Our secretary will join the leadership team and the Executive Committee to help create order out of relative chaos. Our goal is manage the division effectively and efficiently as we head to Atlanta.

Finally, I offer thanks to the many GDO members who have expressed a desire to be involved in the division. As a volunteer organization, we are fueled by your enthusiasm and commitment. I'll be tapping many of you in the coming weeks to lead and serve on committees. Thanks in advance for your willingness to roll up your sleeves!

Take care,

Martin

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*I've Got Georgia On My Mind!*

**2006 Annual Meeting of the Academy of Management**  
*Knowledge, Action and the Public Concern*  
**Atlanta, Georgia - August 11-16, 2006**

The Academy once again invites management scholars from around the world to convene in Atlanta, Georgia for its 66th Annual Meeting. As always, there will be excellent conversation, good friends and, of course, good cheers.

This year's theme explores the linkages among organizational knowledge, managerial action, and the major issues that face people in the global and knowledge economy. Please join your friends and colleagues in Atlanta to engage in the exciting discussion involving the interplay of "*Knowledge, Action and the Public Concern*". Visit <http://meetings.aonline.org/2006/>.

The submission website will open on November 1, 2005. Before submitting, please carefully review all the Academy submission guidelines, and division domains and instructions by clicking on the links below. If your submission does not following all the guidelines, it will NOT be reviewed. The submission deadline is **Monday, January 9, 2006** at 5:00 PM Eastern Standard Time (New York Time).

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**Call for Proposals**  
**GDO Pre-Conference Professional Development Workshops**

Deadline for Proposals: November 10, 2005

Dear GDO member,

It's that time of the year to begin planning the Professional Development Workshops (PDW) portion of the GDO Division program for the 2006 Annual Meetings in Atlanta. In accordance with the theme of this year's meeting, Gender and Diversity in Organization (GDO) is soliciting ideas for professional development workshops that will help us develop "*Knowledge, Action and the Public Concern*." While the conference theme focuses explicitly on exploring the linkages among organizational knowledge, managerial action and the major issues that face people in the global and knowledge economy, we are interested in extending this notion to all aspects of organizations that have relevance for GDO, as well as to GDO itself. Whereas in Honolulu we looked backward as we celebrated our 21st anniversary, in Atlanta we will look forward as we celebrate our 22nd birthday.

Innovative sessions will be particularly welcomed, as will those that are co-sponsored by two or more divisions or interest groups. You can look at the 2005 conference program to help you generate ideas or toss it aside and begin thinking truly 'outside the box.' Such ideas might include partnering among senior-junior GDO members, external funding agencies, and

professional societies to explore issues regarding support and integration of research, teaching, and practice relevant to GDO members.

If you have ideas about these or other topics, I encourage you to work with colleagues to develop and submit a proposal for a PDW session. The PDW format is flexible, and GDO members are welcoming. PDWs provide the opportunity to try or explore something you've considered, to develop and discuss ideas with similarly or dissimilarly minded colleagues, and to grow and share in your diversity learning.

The submission deadline is **11/10/05** (a Thursday, for those of us who plan by day of week), but earlier submissions are encouraged. If you'd like to discuss an idea before submission, please send an e-mail to Jeanette N. Cleveland, [janc@psu.edu](mailto:janc@psu.edu).

Jeanette N. Cleveland  
The Pennsylvania State University  
PDW Chairperson

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### **Message from Chair-Elect**

The Honolulu program was outstanding, and I am grateful to everyone who submitted papers and symposia, served as reviewers, discussants, facilitators or chairs, and attended our outstanding sessions. There were 170 excellent reviewers, without whom the program would not have been possible. For exceptional service, Gayle Baugh, Beverly George, David Harrison, Brian Rubineau, Lisa Stickney, and Chris Wheat received “Best Reviewers” plaques, although choosing just six to recognize was difficult.

The rooftop garden setting for our social hour was perfect—thanks to everyone who came to enjoy the food, fellowship and magnificent view! Thanks also to those who attended the mobilizing session and signed up to work for the division. I look forward to working with our fantastic members.

Myrtle Bell  
Chair-Elect

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### **Welcome To Our New Secretary**

Members of GDO,

It is my pleasure to introduce **C. Douglas Johnson** as the new Secretary for GDO. Among his duties, Douglas will

- Take, revise, and distribute minutes for all GDO Executive Committee meetings;
- Maintain an archive of minutes for all meetings
- Maintain communication with the GDO newsletter editor and/or web-site manager
- Prepare the agendas for Executive Committee meetings

- Inform the Executive Committee of meeting times and places and requests for contributions of items for the agenda
- Keep records of GDO election candidates and winners

Several extremely qualified candidates put their hats in the ring for this appointment. It was great, once again, to be reminded of the breadth of talent and experience within the division.

Please extend your congratulations to Douglas. You can email him at [cdjohnson@georgiasouthern.edu](mailto:cdjohnson@georgiasouthern.edu).

Martin N. Davidson

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## Welcome To Our New Associate Editor

Dear Members of GDO,

It is my pleasure to introduce **Raymond Trau** as the new Associate Editor for the GDO Newsletter. Raymond is working on his Ph.D. at Deakin University and has graciously volunteered to assist with the addition of newsworthy items. He will maintain communication with the GDO newsletter editor, members, and website manager. You can contact Raymond at [raymond.trau@deakin.edu.au](mailto:raymond.trau@deakin.edu.au). Welcome Ray and thanks for your assistance!

Susan Stewart

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## In remembrance of Ellen Fagenson Eland 1954-2005 Professor of Management George Mason University



We have lost Ellen Fagenson Eland, a leader in our field and in our division. Ellen was Professor of Management at George Mason University. She began her career by receiving a bachelor's degree in psychology from SUNY Buffalo (NY) in 1976 and a doctorate in psychology from Princeton University in 1981. Her academic career spanned 21 years and she served on the faculty of SUNY Binghamton (NY) prior to joining George Mason University in 1987.

Ellen was a proficient researcher and internationally recognized scholar and is considered one of the “founding mothers” in the field of diversity and mentoring in organizations. She has over fifty publications in some of the top journals in our field and her work has over 500 citations. She is editor of the groundbreaking book *Women in Management: Trends, Issues and Challenges in Managerial Diversity*, published by Sage in 1993. Ellen served on the top editorial review boards in our field, including two terms on the review board of *AMJ*. She served 4 terms on the review board of *AME* and served as its Associate Editor from 2002-2005.

Ellen's passion for social justice fueled not only her research, but also her long-standing commitment and service to the Academy. Ellen served as Division Chair of the Women in Management Division, as the GDO Division was then named, and was responsible for securing its first division renewal. She also served on the Executive Board of the Careers Division and the Academy's Mentoring Committee. In recognition of her outstanding contributions to the field and profession, Ellen received numerous awards, including the Academy of Management Mentoring Best Practice Award, the GDO Janet Chusmir/Sage Award for Service, the Academy of Management Journal Outstanding Service Award and the Careers Division Best Paper Award.

The list of her many accomplishments is too long to chronicle, but we will miss her most for her passion for justice, her wisdom, and her outstanding sense of humor.

The Academy sends its deepest condolences to her husband, Dave Kodner, her daughter, Kelly Eland, her brother, Larry Fagenson, and her parents, Morton and Suzanne Fagenson.

In lieu of flowers, her family requests that contributions be made to the Ellen Fagenson Eland Leadership & Justice Fund, a scholarship fund that supports scholarly research in the areas of leadership, justice, equity and mentoring. For more information, please visit [www.elandfund.org](http://www.elandfund.org).

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**In remembrance of Su Olsson  
1942-2005  
Professor of Management  
Massey University**



Su Olsson of Massey University became ill shortly after her arrival in Honolulu, and I am sad to tell you that she died here in Christchurch in the early hours of Saturday morning, 10th September, 2005. She was 63. Su will be sadly missed but her contribution and in particular her work around gender issues, as a quick search on Google will illustrate, will endure as a model for New Zealand management students.

Su recovered sufficiently to be flown to Christchurch by air ambulance on Wednesday, 7th September thanks to the excellent care she received in Honolulu. Although Su lived and worked in Palmerston North, one and a half hours north of Wellington on the North Island, she was flown to Christchurch for further treatment from the best New Zealand specialist for her condition, whom is based here in Christchurch. Her condition deteriorated shortly after her arrival. Her son, daughter and other close family and friends had been with her since her arrival here.

Regards,  
Rosanne Hawarden

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## **GDO Website: Call for Contributions**

Ron Ophir  
ophir@yorku.ca

The GDO website is a good place to share resources with colleagues in the division, or with passers by (those who just happen to come across our website). You are invited to share recommendations of a seminal paper or book, useful measurement tools or scales, course outline, cases, etc... Wait, there is more – if you have ideas for things that you would like to see on the website – please take a moment to send those in. And, if this is not enough for you...if you want to want to do more – I am looking for volunteer(s) to help in developing the website (so, let me know if you are interested).

What is happening behind the screen? I have been exploring ways to improve the website in ways that would allow more dynamic updates of information. Updates are expected in the next newsletter.

You can find the GDO Website, as always, at: <http://divisions.aonline.org/GDO/>. For those of you who are new (or for those looking for a reminder) – the site is a place in which members, prospective members, and anyone else interested in organizational diversity, can:

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

Members are always encouraged to share research resources (articles, books, measures and scales, grant opportunities), as well as teaching resources (course syllabi, activities, assignments, or any other teaching-related material such as articles, videos, or other resources you have found useful in your teaching). Please send in contributions or any comments, ideas, or suggestions to ophir@yorku.ca. Please send contributions as attachments in one of the following formats: Microsoft Word, PDF or Rich Text Format (RTF).

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## **Call for Nominations**

Dear Worldwide Members of the Academy,

The Call for Nominations website, the AOM's online nomination system, is now available and ready for your participation. Please visit <http://apps.aonline.org/nomination/> to nominate individuals for the positions of Vice President and Program Chair-Elect and Board Representatives.

If you have not already done so, please take a moment to support your Academy by logging on to the Call for Nominations website and identify potential candidates for the Academy's future leadership. We value your participation in the nomination process as this provides an important

opportunity for you to make a difference in an organization that plays a significant role in our professional lives and careers. Please act soon as the nomination deadline is **November 11, 2005**.

On behalf of the Academy of Management, thank you for participating in this year's Board of Governor's nominations process.

Denise Rousseau  
Past President & Chair, Nominating Committee

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## **Updates From The Government Relations Exploratory Committee Chair**

David A. Kravitz  
(George Mason University)  
[dkravitz@gmu.edu](mailto:dkravitz@gmu.edu)

The mission of Government Relations Exploratory Committee (GREC) is to develop relationships with government agencies that enforce government legislation and regulations that prohibit demographic discrimination in organizations, and to provide information about the agencies to the GDO membership. Previous GREC reports have dealt with U.S. agencies. Rana Haq of Laurentian University has now prepared a report about Canada. The full report can be found in the Committee Report section of the GREC web page ([http://divisions.aomonline.org/gdo/inside/inside\\_committees\\_GREC.htm](http://divisions.aomonline.org/gdo/inside/inside_committees_GREC.htm)). Briefly, this report provides a brief history and summary of Canadian workforce equity legislation, emphasizing the Employment Equity Act. It also identifies and describes the most important Canadian federal workforce equity agencies, which include the Human Resources and Skills Development Canada, the Canadian Human Rights Commission, and the Canadian Human Rights Tribunal. In addition, Rana offers to answer specific questions that our members may have. She can be contacted at [rahaq@nickel.laurentian.ca](mailto:rahaq@nickel.laurentian.ca)

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## **Member Publications**

Ellen Ensher and Susan Murphy have a new book out titled "*Power Mentoring: How Successful Mentors and Proteges Get the Most out of Their Relationships*", Jossey-Bass, 2005, ISBN: 078797952X.

### Book Description:

Many of the world's most successful people (Bill Gates and Bill Clinton, for example) credit mentoring as a major factor in their achievements. Research shows that mentoring can be a very effective way to advance one's career and improve one's knowledge and skills. But the traditional models of mentoring have failed to keep up with trends in the business world - programs based on career longevity with one organization no longer mesh with what's really happening. Individuals



need to be proactive in creating mentor-protegee relationships, establishing networks of multiple relationships across organizations and industries. The authors provide strategies for establishing such "Power Mentoring" relationships, and support their concept through interviews with 50 top leaders and their rising-star protegees in technology, politics, and the media, including:

- \* Bob Wright, vice chairman of GE and CEO of NBC
- \* Gen. Lee Butler, former commander of US nuclear forces
- \* Rosario Marin, US treasurer
- \* Leeza Gibbons, producer and Emmy-winning TV personality
- \* Larry Carter, senior VP and CFO of Cisco Systems
- \* Martha Coolidge, Emmy-nominated director and president of the Director's Guild
- \* Congresspeople Ron Dellums, David Dreier, and Hilda Solis
- \* Nick Donofrio, senior VP of technology & manufacturing at IBM
- \* Ron Meyer, president and COO of Universal Studios

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## **Spotlight on Recent Publications on Sexual Harassment**

### Academy of Management Review

Bowes-Sperry, Lynn and O'Leary-Kelly, Anne M. 2005. To act or not to act: The dilemma faced by sexual harassment observers. *Academy of Management Review*, 30(2), 288-306.

This conceptual paper examined the observer's intervention on sexual harassment. The authors proposed that factors influencing intervention are ambiguity and moral intensity of the situation, the concerns of other observers, personal relationship between the harasser and target, organizational role expectations of the observer, members of the same salient identity group, previous sexual harassment intervention, strong negative reactions to the issue, belief in recurrence, belief in the harmfulness of the incident, intervention is welcome by the target and organization and perceived costs and benefits of involvement. The authors also offered research challenges and questions on this topic.

### Academy of Management Journal

Raver, Jana L. and Gelfand, Michele J. 2005. Beyond the individual victim: linking sexual harassment, team processes and team performance. *Academy of Management Journal*, 48(3), 387-400.

This study extended research on outcomes associated with sexual harassment by examining relationships between ambient sexual harassment, team processes and team financial performance. Results demonstrated that sexual harassment is significantly associated with team's functioning and performance.

### Journal of Applied Psychology

Cortina, Lilia M. and Wasti, S. Arzu. 2005. Profiles in coping: Responses to sexual harassment across persons, organizations, and cultures. *Journal of Applied Psychology*, 90(1), 182.

Data from 4 diverse samples of working women examined the sexual harassment coping behaviors: (a) detached, (b) avoidant negotiating, (c) support seeking. The authors also tested an integrated framework of coping profile determinants including social power, stressor severity, social support and culture.

Lim, Sandy, & Cortina, Lilia M. (2005). Interpersonal mistreatment in the workplace: The interface and impact of general incivility and sexual harassment. *Journal of Applied Psychology*, 90(3), 483-496.

This paper explored the relationships and outcomes of behaviors falling at the interface of general and sexual forms of interpersonal mistreatment in the workplace. The authors found that gender harassment bridging the relationship between general incivility and sexual harassment. In addition, the research found that these behaviors tend to co-occur in organizations.

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### **Member Awards**

Lotte Bailyn was the recipient of The Work Life Legacy Award! This Award was created to capture and share the stories of the work-life movement's accomplishments and honor those whose contributions have been extraordinary. By documenting the history of this movement and paying tribute to its leaders, the Families and Work Institute hopes to inspire others. For more information, see <http://familiesandwork.org/press/wlla-05.html#wlla>. Congratulations Lotte!!

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### **Join the GDO Membership Committee**

Those interested should contact Gwendolyn Combs at [gcombs@unlnotes.unl.edu](mailto:gcombs@unlnotes.unl.edu).

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### **Call for Papers** **Special Issue of Gender, Work and Organization** **Sexual Spaces**

Co-Edited by  
Alison Linstead (University of York) and  
Torkild Thanem (University of Stockholm)

There has been considerable and increasing attention given to the issues of both space and time in the social sciences in recent years. Globalization and informatization have on the one hand, contributed to the reduction of the impact of distance and the peculiarities of place as the speed with which both information and people can travel has produced what Armitage, following Virilio, has called the "dromocracy", or culture of speed. Yet even in this virtually enabled world, studies of complexity have alerted us to the potential impact of local variations and their

intensities, which has produced a renewed attention to the importance of the local. Space, as Castells and Bauman in particular have pointed out, has a different meaning dependent on relative advantage and disadvantage.

Yet there seem to be few symbolic limits on the ways in which people can reinscribe and reterritorialize their spaces, whether deciding on how to arrange their office furniture, what to do on their holidays or "dogging" in the park. For this special issue we invite contributions which address both theoretical and empirical dimensions of the relations between sex, sexuality and space; the ways in which all kinds of public, private, virtual and inner spaces where sexual relationships, performances and identity work take place and are organized; and how the sexualizing of particular spaces affects organization. This may include:

- Cross-cultural dimensions of sexuality
- Studies of red-light districts
- Dance clubs, discos
- Holiday resorts
- Hotels
- Office and workplace dynamics
- Factories
- Hospitals
- Virtual communities
- Hi-tech environments
- Public spaces -- parks, malls, town squares, arenas etc
- Health-related issues
- Space-related language and discourse analysis
- Sexual spaces in the media and film
- Genres of sexual space -- e.g. pastoral, romantic, techno, post-apocalyptic

Complete papers should be sent to both editors by **March 31, 2006**. Please contact the guest editors if you wish to discuss an idea or proposal for a paper. Email Alison on [aml500@york.ac.uk](mailto:aml500@york.ac.uk) or Torkild on [tt@fek.su.se](mailto:tt@fek.su.se).

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## **Academy of Management Mentoring Committee Call for Nominations Mentoring Legacy Award**

In alternating years, the Academy of Management Mentoring Committee honors individuals with the Mentoring Legacy Award and the Mentoring Best Practices Award. The Mentoring Legacy Award is given in even years to recognize scholars whose work has been germinal to the research and study of mentoring. We were very pleased to honor Belle Rose Ragins with the Mentoring Legacy Award at the 2004 Academy of Management meeting in New Orleans.

The Mentoring Committee is currently **inviting applicants for the 2006 Mentoring Legacy Award**. We seek to honor those individuals whose work has influenced and shaped the

mentoring discourse, both inside and outside of the Academy. 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.

Criteria for selection include: an enduring contribution to research on mentoring with important and innovative ideas; advancement of knowledge about mentoring, including conceptual, empirical, or theoretical developments; collaboration with junior scholars in the field; and/or evidenced influence on direction for future research in the field of mentoring. Nominations are made by submitting a 1-2 page letter of support outlining the contributions of the candidate accompanied by the candidate’s cv.

**Submissions must be received by March 31, 2006.** The nominations will be evaluated by a committee composed of members of the Academy of Management Mentoring Committee. The recipient of the award will be notified by May 31, 2006. Please send nominations to:

Stacy McManus  
Monitor Executive Development  
Two Canal Park  
Cambridge, MA 02141  
stacy\_mcmanus@monitor.com (after Nov. 15, 2005)  
smcmanus@post.harvard.edu (prior to Nov. 15, 2005)

For further details, please contact the Mentoring Award co-chairs:  
Stacy McManus (smcmanus@post.harvard.edu) or Joycelyn Finley-Hervey  
(jfinley10@yahoo.com).

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## Call for Papers

**ASAC 2006: Reaching New Heights**  
**GENDER & DIVERSITY IN ORGANIZATIONS**  
**Banff Alberta, Canada**  
**June 3-6, 2006**

The **GENDER & DIVERSITY IN ORGANIZATIONS DIVISION** of ASAC invites you to submit a paper or symposium proposal for the 2006 Annual Conference in Banff, Alberta.

Submissions should be sent electronically to the appropriate Academic Reviewer, in WordPerfect or Microsoft Word. Papers must not have been published or presented elsewhere. To be in the *Proceedings*, papers must conform to the ASAC Typing Style Guide and must not exceed fifteen (15) single-spaced pages, including all author information, the title of the paper, the abstract, all footnoting and endnotes, all tables, figures, and appendices but excluding references. On a separate page, indicate the authors' names, addresses, telephone numbers, fax numbers, and email addresses and to whom all communications should be directed [Students should also indicate their status and indicate the school in which they are enrolled]. The appropriate Academic Reviewer must receive all contributions no later than **31st January 2006**. Please make sure that the paper is complete in all respects since there is very little time to revise

once the paper has been accepted. If you work with WordPerfect you should use either CG Times 11 or Times Roman 11. If you work with Microsoft Word please use Times New Roman 11.

Members interested in assembling a symposium or workshop should prepare a detailed description of its overall purpose and focus and the specific role of each participant and send it electronically to the Academic Reviewer by **January 31, 2006**. For more information, contact:

**ACADEMIC REVIEWER:**

Ed Ng  
Business Administration Program  
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**PROGRAM CHAIR:**

Rosemary McGowan  
Wilfrid Laurier University  
**Brantford Campus**  
Phone: (519) 756-8228 Ext. 5706  
**Fax: (519) 885-4629**  
E-mail: rmcgowan@wlu.ca

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**Diversity Business Resources**

DiversityBusiness.com has the nation's largest, most comprehensive databases of certified diversity suppliers. If you're a supplier, buyer or HR/Recruiter, and you are not a part of this database, you might consider joining (it's a membership-based platform) because this is a resource that contains business profiles of all companies both large and small. You may become a part of this network at <http://www.div2000.com>.

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**Job Postings**

Catalyst ([www.catalystwomen.org](http://www.catalystwomen.org)) is the leading research and advisory organization working with businesses and the professions to build inclusive environments and expand opportunities for women at work. As an independent, nonprofit membership organization, Catalyst uses a solutions-oriented approach that has earned the confidence of business leaders around the world. Catalyst conducts research on all aspects of women's career advancement and provides strategic and web-based consulting services on a global basis to help companies and firms advance women and build inclusive work environments. In addition, we honor exemplary business initiatives that promote women's leadership with our annual Catalyst Award. With offices in

New York, San Jose, and Toronto, Catalyst is consistently ranked No. 1 among U.S. nonprofits focused on women's issues by The American Institute of Philanthropy.

### **Associate, Research (Women of Color Emphasis)**

This associate will participate in Catalyst's research stream on Women of Color. The research team is currently examining the experiences of women of color in professional services organizations - Accounting Firms, Law Firms, and Financial Services Organizations. The study will offer a comprehensive examination of career dynamics for people of color and women in these settings, including career pacing, informal networks, access to business development opportunities, and work/ life issues. This is a multi-phase study targeting men of color, white men, and white women, in addition to women of color. The Women of Color research stream will also be designing and conducting research on the issues of women of color in other settings. Applicants must experience or a very strong interest in Women of Color research. Strong quantitative/SPSS experience is highly preferred.

**SUMMARY OF RESPONSIBILITIES:** The Associate (reporting to a Director) participates as a member of teams conducting research and writing reports that assist companies and professional firms in addressing issues related to women's career advancement and work/family balance. Identifies and initiates opportunities to develop an issue specialty through research, writing, and oral presentations.

**ESSENTIAL FUNCTIONS** include the following. (Other duties may be assigned.)

- Project Activities
- Manages organizational details of projects such as tracking project updates and the status of timelines.
- Participates in design of research methodology.
- Participates in the drafting of interview and focus group protocols, and other project material.
- In conjunction with project team, organizes and participates in interviews and focus groups.
- Conducts quantitative and qualitative analysis.
- Knowledge Presentation
- Drafts sections of reports and working papers.
- Drafts presentation material for internal and external audiences.
- Participates in presentations to internal audiences on research findings and issue expertise.
- Participates in public speaking engagements on general content of Catalyst's issues.
- External Relationships
- Provides timely response to external requests for information.
- Participates in meetings with external stakeholders.

#### **Departmental Activities**

- Participates in developing, updating, and maintaining a knowledge base of corporate practices and current workplace demographics and trends.
- Conceives of and executes efficient processes for the accomplishment of assigned tasks, sharing approach with others.

**EDUCATION and/or EXPERIENCE REQUIREMENTS:** This position requires a B.A. or B.S. (Masters preferred), preferably in social science, business management, or organizational development, and three years or more of research work experience.

KNOWLEDGE and/or SKILLS:

- Demonstrates note-taking skills.
- Demonstrates ability to participate actively and appropriately in internal/external meetings.
- Demonstrates the ability to understand complex data.
- Demonstrates excellent oral and written skills.
- Demonstrates organizational and project management skills.
- Applies creative problem-solving and analytical skills to research projects.
- Functions effectively in a team-based environment, as well as independently.
- Effectively manages up, between, and across departments.
- Demonstrates computer literacy in a network environment with a Windows base.
- Proficiency in word processing, presentation software (e.g., Powerpoint), and ability to use spreadsheet and statistical software. Database software literacy a plus.

How to Apply:

Please e-mail your resume, cover letter, salary history and/or demands, to [jobs@catalyst.org](mailto:jobs@catalyst.org) with Associate, Research (WOC) (the source where you found this job posted) in the subject line. *Catalyst is an Equal Opportunity Employer and actively encourages candidates of diverse backgrounds (men and women) to apply for this position.*

BENEFITS INCLUDE: Access to generous benefits including excellent health & dental insurance, pension plan after 1 year service with match, vacation, personal, holiday and sick days, life and long term disability insurance, and more

*Thank you,*

*Steve Kuznick*

Human Resources

Direct: (646) 388-7720

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**Next Newsletter: March 15, 2006**

Please submit your contributions, updates, and news items to Dr. Susan Stewart (GDO Division Newsletter Editor) at [sstewart@ups.edu](mailto:sstewart@ups.edu) before March 1, 2006!

Thank you!