
Gender and Diversity in Organizations Newsletter

A Division of the Academy of Management

Spring 2005 Issue

Newsletter Editor:
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Report from the Division Chair

Bernardo M. Ferdman
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Dear GDO colleagues:

As you can see from this issue of the Newsletter, many people have been working hard on behalf of GDO. In particular, **Myrtle Bell**, our Program Chair, and **Lynn Bowes-Sperry**, our Professional Development Workshop Chair (and Program Chair-elect) have put together what I am sure will be an outstanding program for the conference in Hawaii. We have a number of active committees, including four different awards committees (Sage Scholarship Award, Janet Chusmir Service Award, Best Paper based on a Dissertation Award, and Dorothy Harlow Best Paper Award), the Strategic Planning Committee, and the Government Relations Exploratory Committee, as well as the Diversity in Business Schools Initiative Committee (a new ad hoc committee that has been working intensively). We are also in the process of revitalizing the Membership Committee and creating a Communication Committee. Soon, the GDO website will have updated lists of these committees and their members.

As many of you are aware, this year our Division is going through the process of being reviewed by the Academy of Management's Professional Division Review Committee. Every division goes through this every five years. As part of this review, we conducted a member survey, in which many of you participated (thank you!), and also prepared a self-study report. We will be posting this report on GDO's website later this month for those of you who would like to read it. Please look out for an announcement on the listserv. I welcome comments and reactions to the report once you've read it.

Please pay special attention to the call for nominations for the Sage Scholarship Award (included in this issue of the newsletter). It would be wonderful for the committee to receive numerous nominations, especially because there are quite a number of deserving individuals. Also, the Janet Chusmir Service Award Committee will be putting out a call for nominations shortly – you can already be thinking about who you will be nominating. I also encourage you to make your travel plans for the conference in Hawaii. I look forward to seeing you there!

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Hope To See You In Hawaii!
Academy Of Management Conference
Honolulu, Hawaii
August 5-10, 2005

Visit <http://meetings.aomonline.org/2005/>:
registration, hotel, and travel information now available!



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Updates from the Program Chair

Myrtle Bell
(University of Texas, Arlington)
mpbell@uta.edu

Dear GDO Members:

Mahalo to everyone who submitted and reviewed for the Hawaii meeting. There were 158 submissions and 170 outstanding reviewers from all around the world. Some of the places represented include Australia, the UK, Israel, Hong Kong, China, Taiwan, Pakistan, New Zealand, France, South Africa, Austria, Turkey, Canada, the U.S., and Greece. Emergency reviewers helped without complaint when some of the reviews didn't come back on time. I appreciate that and submitters' patience in first receiving the decisions then having to wait for the reviews to come later and other technical difficulties! If things work as planned, next year's system will be totally automated!

The program is shaping up nicely. We will have 12 paper sessions and 15 symposia, including 4 that were selected as All-Academy or Showcase symposia, on a diverse array of topics. I am sure there will be things on the program to lure you away from the beach, the Super Pool at the Hilton, and all the other enticements of Oahu. One big draw will be our "theme session," in which we'll focus on where we want to go as a division. At last year's session, we celebrated 20 years; this year, we'll work on what we want to accomplish in the next two decades. What "new vision of diversity management" do we want to see? We'll mobilize and strategize in this session. Another big draw will be a Hawaiian themed event which is presently still undecided, but which should be a lot of fun. It may be a luau or a dinner cruise with GDO members (and friends). If you have a preference, suggestions as to what we should do, or contacts in Oahu, please send me an e-mail to mpbell@uta.edu.

If there are any rules for the conference, a big one is: don't bring the suits! I understand that if you're in a suit you will feel very out of place; casual it is. See you in Honolulu.

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Updates from the Program Chair-Elect & PDW Chair

Lynn Bowes-Sperry
(Western New England College)

lbowessp@wnec.edu

As stated on the conference web page, “The islands continue to change and grow in a struggle between fiery, violent volcanic activity that gives birth to new land and the cooling, eroding powers of the sea, rain, and wind.” Perhaps greater than these geological struggles are the cultural struggles, both past and present, characterizing the islands. We have been fortunate to obtain two speakers from the Native Hawaiian Leadership project who will lead a panel presentation entitled “*Recovering a national identity: Reasserting native values and a native presence in the University and Hawaii.*” This session will provide us with a genuine perspective of what has happened to the people of Hawaii, and how researchers interested in race relations can develop a deeper understanding of the perspectives of native population.

In keeping with the cultural theme, we have arranged for the panel session to be followed by an off-site Hawaiian luncheon and a trip to the Polynesian Cultural Center (PCC) on Saturday afternoon. You can learn more about the PCC by visiting its web site at www.polynesia.com. Additional details on the “field trips” will be forthcoming.

In addition to the Hawaiian-themed sessions described above, we are co-sponsoring a workshop involving the Hula. This session employs a method called Biodanza, which is a system of affective education that integrates dance therapy with contact. Those interested in attending should come in loose, comfortable clothing – more details will be provided in the program.

In addition to the Hawaiian cultural sessions described above, the pre-conference program promises plenty of professional development opportunities (Peter Piper has nothing on us!). We were allocated 25 hours based on the size of our division and we are using every last minute of it. GDO is the lead sponsor for seven PDW sessions and a co-sponsor on another twelve sessions with several divisions (Management and Education Development, Conflict Management, Research Methods, International Management, and Careers), interest groups (Management, Spirituality, and Religion and Critical Management Studies), and the Practice Theme Committee. We are also holding a doctoral consortium on Friday evening and Saturday. Students who would like to attend should contact Jeanie Forray at jforray@wnec.edu.

Many of the professional development workshops this year involve developing and refining skills in areas such as negotiating when on the job market, reviewing, survey scale development, case writing, and diversity training. So, if the beauty of the islands wasn’t enough to inspire you to pack your bags, I’m sure the pre-conference program has sealed the deal ☺

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**Spotlight on the
Program Chair-Elect & PDW Chair:
Lynn Bowes-Sperry**

Lynn Bowes-Sperry is an Associate Professor of Management at Western New England College. GDO is Lynn's home division in the Academy. Lynn's research on sexual harassment and ethics/justice in the workplace appears (or is scheduled to appear) in outlets such as *Academy of Management Review*, *Journal of Management*, *Human Resource Management Review*, *Handbook of Gender and Work*, *Handbook of Workplace Violence* and in other edited volumes. Lynn also serves as a member of the Diversity Task Force at her college.

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Call for Nominations ... from Frozen New England!

Betsy Cooper, GDO Past-Chair
(University of Rhode Island)
ecooper@uri.edu

As Past President, I have two requests. The first is: it's election time and we need nominees for four (4) executive committee members and Program Chair-Elect. The committee positions are for a term of three (3) years and a terrific way to get involved in GDO The Program Chair-Elect position is for life! Okay, maybe not for life, but a good chunk of it!

Please consider the Program Chair-Elect position. I found it fulfilling, exciting, laborious and I wouldn't give up a minute of it! Let me know if you are interested, or if you know someone who is interested. Don't hesitate to contact me, or any member of the executive board, for more information on the position.

The second request involves changes in our by-laws regarding our executive board and committee. This change would be on the ballot. This is notification for discussion purposes.

The By-Laws are available on the web site (http://divisions.aomonline.org/gdo/inside/inside_bylaws.htm) . The section involved is ARTICLE IV. ORGANIZATION STRUCTURE.

At present, we are to have the following Executive committee:

- (1) The 4 elected officers (Chair, Chair-elect, Program Chair, and Program Chair-elect),
- (2) The Newsletter Editor and Immediate Past-Chair, and
- (3) The 15 elected representatives of the division's members.

We would like to make the following changes:

- (1) The 5 elected officers (Chair, Chair-elect, Program Chair, and Program Chair-elect, Treasurer),
- (2) The Newsletter Editor, List Serve Manager, Web Manager and Immediate Past-Chair, and
- (3) The 11 elected representatives of the division's members.

(4) An appointed Secretary

The office of Treasurer would be an elected position for a term of three (3) years. Secretary would be an appointed position also for three (3) years. List Serve Manager and Web Managers would be appointments for renewable Two (2) year terms.

This would be a total of 21 members on the Executive Board.

Thank you for your consideration and I hope to hear from you concerning nominees and any questions you may have concerning the by-law changes.

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**Updates from the Government Relations
Exploratory Committee Chair**

David A. Kravitz
(George Mason University)
dkravitz@gmu.edu

The purpose of the Government Relations Exploratory Committee (GREC) is to develop relationships with government agencies that are centrally involved in issues of interest to GDO Division members. I wanted to let you know, in case it needs to be made official, that Rana Haq has joined the Government Relations Exploratory Committee. She is our first international member and will provide information to the GREC and GDO membership about the status of anti-discrimination law and policy in Canada.

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**A Message from the Academy of Management Past President &
Chair, Nominating Committee**

Rosalie L. Tung

Dear Worldwide Members of the Academy,

The 2005 Academy of Management Board of Governors Election website is now available and ready for your participation. Please visit the following website: <http://apps.aonline.org/election/> which contains the 2005 Ballot featuring nominees for the future leadership of the Academy. Please act quickly as the deadline for voting is **April 1, 2005**.

Take a moment to show your support for the Academy by responding to the ballot and voting for the candidates of your choice. On behalf of the Academy of Management, thank you for participating in this year's Board of Governors Election.

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Member Accomplishments

- Professor Susan Vinnicombe (Professor of Organisational Behaviour and Diversity Management at Cranfield University) received an OBE (Order of the British Empire) from the Queen in the New Year's Day Honours List for her services to diversity. Congratulations!
- Congratulations to Professor Ellen Kossek who just finished editing two books on work and family, including:

Kossek, E. E. & Lambert, S. J. Editors. 2005. *Work and Life Integration: Organizational, Cultural and Individual Perspectives*. Mahwah, N.J.: Lawrence Erlbaum Associates (LEA) Press.

Pitt-Catsouphes, M., Kossek, E. E., & Sweet, S. Forthcoming, 2005. *The Handbook of Work-Family: Multi-Disciplinary Methods, Perspectives and Approaches*. Mahwah, N.J.: Lawrence Erlbaum Associates (LEA) Press.

- Congratulations to Professor Ulijn who finished editing two books on cultural diversity issues in entrepreneurship and innovation management research:

Brown, T. E., & Ulijn, J. 2005. *Innovation, Entrepreneurship, and Culture: The Interaction between Technology, Progress, and Economic Growth*. Abington, Oxon, UK: Marston Book Services Limited.

Fayolle, A., Kyro, P., & Ulijn, J. 2005. *Entrepreneurship Research in Europe: Outcomes and Perspectives*. Cheltenham, Glos, UK: Edward Elgar Publishing.

Note: Professor Ulijn also serves on the editorial board for the *International Journal of Entrepreneurship and Small Business* (IJESB) and encourages submissions. *IJESB* publishes and fosters discussion on international, cross-cultural and comparative academic research about entrepreneurs, including corporate "intrapreneurs" and founders of domestic new ventures. The objectives of *IJESB* are to establish an effective channel of communication between policy makers, government agencies, academic and research institutions and persons concerned with entrepreneurship in society. It also aims to promote and coordinate international research efforts. The international dimension is emphasized in order to understand cultural and national barriers and to meet the needs of entrepreneurs in the global economy. Please contact Dr. Ulijn at J.M.Ulijn@tm.tue.nl for more information.

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Call for Papers
Doing Diversity Work
Special Issue of Policy Futures in Education

Co-Edited by
Sara Ahmed (Goldsmiths College) and
Elaine Swan (Lancaster University)

This special issue of the electronic journal Policy Futures in Education will examine how the language of diversity is taken up in education, asking a simple question: 'what does diversity do?' The language of diversity has increasingly replaced the language of equal opportunities and affirmative action in defining the social and educational missions of schools, colleges and universities. This special issue aims to offer a range of interpretations of the significance of this shift.

The issue poses the question, 'what does diversity do?' partly in response to recent critiques of the turn to diversity offered by feminist and critical management scholars. Such critiques suggest that 'diversity' enters education through marketisation, as 'coming from' management, and from the imperative to 'manage diversity', or to value diversity 'as if' it was a human resource. Such a managerial focus on diversity, it has been argued, works to individuate difference and to conceal the continuation of systematic inequalities within organisations such as schools, colleges and universities.

Papers in this special issue will reflect on the significance of this turn to diversity within education without necessarily reading that turn as symptomatic of the logic of marketisation, or even as a sign of the failure of institutional commitment to justice and equality. This is not to say that we find such arguments unconvincing. Rather, we want to pose some open questions: when diversity is used within education, what kind of work does it do? What effects does it have? Does the repetition of the term give it currency? And if it does, what does it mean for diversity to 'have' currency? Does diversity enable action within institutions, or does it block action, or does it do both simultaneously? And finally, if diversity does not necessarily invoke social justice, then does it become associated with equity and justice in practice? For it seems clear that if 'diversity' does not have any necessary meaning, or if diversity is 'cut off' from a specific referent, then it also does not necessarily work only to conceal inequalities. We might not know what diversity does in practice in advance of its circulation within organisations.

Papers (from 6000-8000 words) are invited from academics and practitioners who are involved in 'diversity work'. Papers could include reflections on:

The relationship between diversity and performance culture
The relationship between the educational context and how diversity is 'done'
Diversity and the marginalisation of black women's issues
The psycho-social effects of diversity work on diversity workers and minority groups
Diversity training
The role of leadership in promoting diversity

Diversity as capital
The relationship between the business and social justice cases for diversity
Diversity in the curriculum
Diversity and equality
The intersectionality of differences

Further information for potential contributors is available on the journal website <http://www.wwords.co.uk/pfie/>. The deadline for submissions is **July 4, 2005**, and the issue will be on line by the end of 2005. Please send your submissions as an email attachment to Elaine Swan: e.swan@lancaster.ac.uk and Sara Ahmed: cos01sa@gold.ac.uk. All submissions will be peer reviewed. We encourage you to contact the editors by email to discuss your contribution, well in advance of the due date.

A Note on the Editors:

Sara Ahmed and Elaine Swan are co-directors of a DfES funded project, Integrating Diversity? Gender, Race and Leadership in the post 16 skills sector, which is housed in the Institute for Women's Studies, Lancaster University and is part of the Centre for Excellence in Leadership (CEL). See: <http://www.centreforexcellence.org.uk/?Page=currentprojects&id=12>.

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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 or Torkild on tt@fek.su.se.

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Call for Nominations for the 2005 Sage Scholarship Award

Erica Gabrielle Foldy
(New York University)
Erica.foldy@nyu.edu

The Gender and Diversity Division offers an annual award for outstanding scholarship. Sponsored by Sage Publications, this award recognizes a present or past member of the division who has made significant contributions that have advanced our knowledge of Gender and Diversity in Organizations. Scholarly contributions include the creation and dissemination of new knowledge in the form of empirical, theoretical, or applied developments. This award is given for an accumulated body of work. Past winners of the award include: Uma Sekaran, Laurie Larwood, Kay Bartol, Barbara Gutek, Nancy Adler, Gary Powell, Dorothy Moore, Alison Konrad, Belle Rose Ragins, Laura Graves, Linda Stroh, Saroj Parasuraman, Karen Lyness and Jeffrey G. Greenhouse.

This is a wonderful way to honor your colleagues and recognize important work.

To nominate, please send a letter of recommendation outlining the nominee's contributions and a copy of the nominee's vita. The deadline for nominations is **May 20, 2005**. Send nominations either through email to erica.foldy@nyu.edu or through regular mail to: Erica Foldy Wagner School of Public Service, New York University, 295 Lafayette St., 2nd fl. New York, NY 10012.

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AOM Mentoring Best Practices Award

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 **March 30, 2005**. Self-nominated proposals are encouraged. Nominations should include a four-page (maximum) description of the initiative along with any supporting exhibits. Send nominations to:

Stacy McManus
Harvard Business School
Gallatin Hall, Soldiers Field
Boston, MA 02144
617.495.6694
617.496.6943 (fax)
smcmanus@hbs.edu

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

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GDO Division Webmaster Wants Your Contributions

Ron Ophir
(York University)
ophir@yorku.ca

The GDO Website has recently been updated -- you are invited to take a look at: <http://divisions.aomonline.org/GDO/>. Our goal is to have a site 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.

You are invited 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). Your contributions are greatly appreciated. Please do not hesitate to send 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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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) 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.

JOB 1: DIRECTOR, RESEARCH (QUANTITATIVE)

Catalyst has an exciting opening for a Director in the Research Department who reports to the Vice President. This position requires a Ph.D , advanced quantitative analytic skills (including SPSS) and at least five years or more of applied research experience. In addition, a background with project management and supervision, reporting and representing study findings, managing direct external relationships, and departmental leadership and education is highly desired.

SUMMARY OF RESPONSIBILITIES: The Director serves as primary investigator on Catalyst studies, planning and executing research projects examining issues relating to women and business. Develops recognition as an expert on Catalyst issues both within and outside of the organization.

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

Research Quality & Relevance.

Responsible for quality, timeliness, and relevance of research, serving as primary investigator on assigned research studies of major import (e.g., i.e. women in law, women in financial services).

- Strong quantitative methodology and analytic proficiency in the conduct of applied social research.
- Responsible for development of research tools (surveys, focus group and interview protocols, verification forms, policy analysis templates).
- Responsible for collection and analysis of primary and secondary research information.

Project Management and Supervision.

- Develop a research framework and conceptualize systems/processes/projects, playing a leadership role in building project teams.
- Demonstrate strong management abilities, including leadership orientation, project planning and oversight, and problem-solving ability
- Supervising teams of 2-5 people.
- Create and monitor project timelines.
- Project budget preparation and monitoring.

Reporting and Representing Study Findings.

- Responsible for writing high-quality reports designed and written for the business community, including senior leaders in corporations and firms, human resources and diversity professionals, and women in business.
- Develops recognition as an expert by disseminating information to internal audiences, corporate audiences, the general public, and the media through speaking and writing (i.e. women's conferences in business schools or corporations).

Direct External Relationships. Function as Catalyst's ongoing "public face".

- Manage relationships with advisors.
- Develop and leverage an external network of external resources and contacts that can be called upon for information and requests.

Departmental Leadership & Education.

- Serve as development supervisor to 2-3 staff.
- Participate in identifying training and resource needs for department staff.
- Identify and participate in the development of knowledge systems, administrative tools, and procedures for the department.
- Lead and participate in a highly team oriented environment.

EDUCATION and/or EXPERIENCE REQUIREMENTS: This position requires a Ph.D, strong quantitative analytic skills and at least five years or more of applied research experience.

KNOWLEDGE AND SKILLS

- Strong supervisory skills
- Experience implementing large-scale research projects is critical.
- Experience with research focusing on women and business is useful.
- Demonstrates personal computer literacy in a networked Windows environment.
- Proficiency in word processing.
- Spreadsheet and database software literacy.

WORKING CONDITIONS

Tight deadlines and multiple priorities, travel, work with confidential issues and data, team structure, and multiple reporting relationships.

JOB 2: SENIOR ASSOCIATE, RESEARCH

REPORTS TO: Director

SUMMARY OF RESPONSIBILITIES: The Senior Associate 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. Manages and supervises work on small-sized projects or components of major projects. Serves as an issue specialist, disseminating expertise through written work, presentations, panels, and media interviews.

ESSENTIAL FUNCTIONS include the following. Other duties may be assigned.

Research Activities:

- Drafts interview and focus group protocols, and other project materials.
- Participates in survey design.
- Analyzes and summarizes qualitative and quantitative research data.
- Organizes and participates in the conduct of focus groups and interviews.

Knowledge Presentation:

- Drafts presentation materials for internal and external audiences.
- Presents to clients, corporate audiences, and media on research findings and issue expertise.
- Presents to internal audiences on research findings and issue expertise.

External Relationships:

- Serves as point of contact for external contacts and audiences.
- May serve as contact for participating organizations while managing overall project administration.
- Responds to research and advisory requests from affiliates and nonaffiliates.
- 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.

KNOWLEDGE and/or SKILLS:

- Synthesizes complex data and concepts, and accurately interprets research findings.
- Demonstrates excellent oral and written skills.
- Demonstrates organizational and project management skills.
- Applies creative problem-solving and analytical skills to research projects.
- Effectively prioritizes multiple tasks and responsibilities, and meets deadlines.
- Functions effectively in a team-based environment, as well as independently.
- Serves as development supervisor, as appropriate.
- Effectively manages up, between, and across departments.

- Demonstrates computer literacy in a network environment with a Windows base. Proficiency in word processing and ability to use spreadsheet and statistical software. Database software literacy a plus.

EDUCATION and/or EXPERIENCE REQUIREMENTS: The position requires a M.A./M.S. (Ph.D. preferred). Four years or more of applied research and/or consulting experience is preferred.

WORKING CONDITIONS:

- Heavy computer use
- Tight deadlines
- Multiple priorities
- Travel
- Work with confidential issues and data
- Team structure
- Multiple reporting relationships

APPLICATION INSTRUCTIONS:

Please e-mail your resume, cover letter, and salary expectations (required) to jobs@catalystwomen.org with **Director or Senior Associate** 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 excellent health & dental insurance, pension plan after 1 year service with match, generous vacation, personal, holiday and sick days, life and long term disability insurance, and more.

Lisa Ayala
Director of Human Resources
Catalyst, Inc.
120 Wall Street, 5th Floor
New York, NY 10005
212-514-7600 ex. 348
fax: 212-514-8470

layala@catalystwomen.org

Please visit us on the web at <http://www.catalystwomen.org>

For more job opportunities at Catalyst, please go to:

http://www.catalystwomen.org/about_catalyst/jobs.htm#staff_openings

Upcoming Call For Papers

(in chronological order)

MARCH 2005

March 30, 2005

 [Organizational Behavior in Multinational Organizations - The Challenge of Balancing Local and Global Context](#)

March 31, 2005

 [Human Resource Management and Leadership Lessons from the Military](#)

APRIL 2005

April 14, 2005

 [2005 Southern Management Association Annual Meeting](#)

April 30, 2005

 [Beyond positivism and statistics: Neglected approaches to understanding the experience of work](#)

MAY 2005

May 1, 2005

 [ORM Feature Topic on Multilevel Methods and Statistics](#)

May 1, 2005

 [Journal of Business Strategies](#)

May 6, 2005

 [Specifying Organizational Contexts: Work Settings as Dynamic Variables in Organizational Behavior](#)

May 31, 2005

 [Managing Corporate Reputation in the Chinese Market](#)

May 31, 2005

 [HRMJ Special Issue: Human Resource Management of Information Technology Employees](#)

JUNE 2005

June 30, 2005

 [CALL FOR PAPERS - International Journal of E-Business Research](#)

JULY 2005

July 1, 2005

 [Paradoxes of Creativity: Managerial and Organizational Challenges in the Cultural Economy](#)

AUGUST 2005

August 15, 2005

 [The Digitally Enabled Extended Enterprise in a Global Economy](#)

August 21, 2005

 [Three Lenses on the Multinational Enterprise: Politics, Corruption and Corporate Social Responsibility](#)

August 31, 2005

 [Workaholism in organizations: New research directions](#)

OCTOBER 2005

October 15, 2005

 [IACMR 2006 Conference, Nanjing, PRC](#)

NOVEMBER 2005

November 30, 2005

 [Uncomfortable Questions for Comfortable Researchers: A Forum on Challenges Facing Organizational Change Research](#)

Next Newsletter: May 15, 2005

Please submit your contributions, updates, and news items to Dr. Susan Burroughs (GDO Division Newsletter Editor) at burrough@vancouver.wsu.edu before May 1, 2005!

Thank you!