

# Gender and Diversity in Organizations Newsletter

A Division of the Academy of Management

Summer 2005 Issue

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## Report from the Division Chair

Bernardo M. Ferdman

(Alliant International University)

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Dear GDO colleagues,

As I write this, I'm on a plane headed to Buenos Aires. Even though it's the first day of summer in the Northern Hemisphere where I live in San Diego, in a few hours I'll be starting winter (at least for the next three weeks, before quickly shifting back to summer). Being in the middle of that simple and yet amazing transition reminds me that our Division's 1,089 members represent a breadth of perspectives, identities, and experiences that, together, can be an incredible and powerful resource should we choose to recognize and tap into that diversity. Even though we are a division of people who study and work on gender and diversity, that does not excuse us from attending to the implications and relevance of our own diversity, and from finding ways to enrich our individual and collective work as a result. Indeed, I would argue that we have a special responsibility to lead the way within the Academy and outside of it. And yet, there is so much more that we can and should do in this regard. This year's meeting in Hawaii—in the middle of the Pacific Ocean away from the U.S. "mainland", is in a location with a rich history and with a very diverse population—which will provide an opportunity for us to collectively shift our perspectives and to reflect on our work as a division. I hope that both individually and collectively, we will take note of (and get involved in) our surroundings and begin to apply our learning by shifting frames of reference to the work and processes of our Division, and to the work that we do on gender and diversity in organizations.

I still vividly remember my first Academy meeting in 1991 in Miami. I was so excited to be there because, in many ways, I see Miami as one of the capitals of Latin America. It's a city with a special character and great diversity and I was looking forward to soaking it up. And yet, each time I stepped back into the Academy's conference hotel in the middle of Miami Beach, it felt as if I was leaving Miami and going into a meeting that could have been at any large hotel anywhere in the United States. Nothing in the sessions or in the design of the conference as a whole seemed to be set up with the local venue or culture in mind. In the meetings themselves or in the hallways, no one talked about where we were, about the uniqueness of Miami and its people, or the possible learning for management and organizations. Over time, the Academy has changed (somewhat) in this regard. And perhaps the forthcoming meeting will be a test of how much we've changed.

I'm proud to say that GDO's conference program will in many ways incorporate explicit attention to our venue in Hawaii. In this newsletter and in the conference program, you will see the hard work of **Myrtle Bell** and **Lynn Bowes-Sperry** reflected in a superb set of sessions, including one on Hawaiian identity and a visit to the Polynesian Cultural Center on Saturday August 6. Thanks to their inspiration and that of many others, our PDW activities and our social

hour in particular are set up with Hawaii very much in the foreground, and I hope and expect that our venue and its implications will help contextualize and inform a broad range of sessions and papers. We will also have a special session on Tuesday August 9 designed to provide an opportunity for looking forward as a division. **Jeannie Foray** has organized what promises to be a truly outstanding doctoral consortium on Friday August 5 and Saturday August 6. I also look forward to seeing a large turnout of members for our Business Meeting on Monday, August 8 and the social hour immediately following. I also encourage you not to miss the Diversity in Business School's Task Force Town Hall meeting, organized by **Belle Rose Ragins** and her hard-working committee, on Sunday morning, August 7.

On a related note, I want to report the outcome of our division review, which takes place every five years. We were renewed as a division and received a very nice letter from Ellen Kossek (a past GDO Division Chair and currently a member of AOM's Board of Governors and chair of the Division and Interest Group Review Committee) and the rest of her committee, commending us on our "loyal and committed members who [strongly] identify with" GDO, our continued growth over the last 5 years, our "open enough culture" that allows "for lively discussion of domain intent/realization," and our annual program that "has a strong teaching focus in addition to research." The committee also recommended some areas for development and that we should address, including our attending to our own diversity. We will be discussing these issues at the Executive Committee meeting in Hawaii and also finding ways to incorporate member input as we move forward.

There is a lot more going on, including hard work on the part of the award committees, and continuous improvement of our website by **Ron Ophir**.

I look forward to seeing many, many of you in Hawaii!!

Warm regards,



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## Time to Vote!

The polls for the GDO election are now open at <http://divisions.aomonline.org/GDO/elections/>. Betsy Cooper, our immediate Past Division Chair has done a wonderful job in putting together a superb slate of candidates for Program Chair Elect and for the Executive Committee.

We also need your vote regarding a proposed change in our by-laws. Please participate in the process as soon as possible. Note that polls close on July 11 at 8 am US Eastern Daylight Time.

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Looking forward to seeing you in Hawaii!  
Susan Burroughs, GDO Newsletter Editor  
**Academy Of Management Conference  
Honolulu, Hawaii, August 5-10, 2005**  
Visit <http://meetings.aomonline.org/2005/>



## Updates From The Program Chair

Myrtle Bell

(University of Texas, Arlington)

[mpbell@uta.edu](mailto:mpbell@uta.edu)

As the 2005 Academy of Management conference approaches, I am growing more and more excited about the wonderful group of GDO events that are planned. In all, GDO is sponsoring or co-sponsoring 61 sessions, including 16 regular and visual paper sessions, 15 symposia, 24 professional development workshops, and more. From Friday through Wednesday, there will be terrific conference events worth our leaving the beaches, pools, and tours for. I hope you will attend many sessions, and bring friends and colleagues. It is really time that more people heard about the fantastic division that GDO is.

Our business meeting is on Monday night, and we will recognize the dissertation, Harlow, Janet Chusmir, and Sage Scholarship award winners. The business meeting will be followed by the social hour on the Hilton's Rooftop Garden. We'll be able to watch a fabulous sunset and feel the wonderful breezes in a tropical garden setting as we interact with GDO friends and consume Hawaiian goodies. Our Mobilizing for the Future session will be on Tuesday evening. This is the time to come to get involved in the division and direct our division's future. See you there!

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## Updates From the Program Chair-Elect & PDW Chair

Lynn Bowes-Sperry

(Western New England College)

[lbowessp@wnec.edu](mailto:lbowessp@wnec.edu)

Hi all: We have an exciting pre-conference program with something for everyone! You will have opportunities to (1) develop your knowledge and skills in a variety of GDO topics, (2) experience aspects of Polynesian culture, and (3) relax and socialize with other GDOers.

The sessions listed below are those for which GDO is the lead sponsor. Since we are involved in 26 PDWs, I have provided detail for these sessions only. However, I am also providing a list of other sessions that we are cosponsoring with other divisions as the lead division.

\*\*\*\* As detailed below, we have two big cultural events on Saturday (a lunch at the Willows and a trip to the Polynesian Culture Center), which require registration and payment by June 30<sup>th</sup> (perhaps an extension is possible). I strongly encourage you to make room for these exciting events if your schedule allows. It is possible that these events will have to be cancelled if we do not get sufficient participation\*\*\*\*

### Friday, August 5

- **On Juggling Multiple Skills and Roles in Developing Organizational Diversity Consultants (2:00PM - 6:00PM at Sheraton Waikiki Beach in Ewa Room)**

This highly participative workshop will focus on the multiple roles played by those who facilitate the development of Organizational Diversity Consultants, and the competencies needed to assume these roles effectively. Through reflection, dialogue, presentation of examples, and brief

experiential activities, participants will join the multinational/multicultural group of facilitators in constructing and deconstructing this emerging model, including exploring its applied utility. *The workshop is particularly targeted at those with experience in teaching and/or consulting but all with interest in diversity are welcome.*

*Pre-registration is preferred and highly encouraged (though not required). To pre-register or for more information, contact Lize Booysen, U. of South Africa, [booysae@unisa.ac.za] by July 18, 2005.*

### **Saturday, August 6**

- **Recovering a National Identity: Reasserting Native Values & Presence in the University and Hawaii (8:00AM - 10:00AM at Sheraton Waikiki Beach in Puna Room)**

In this symposium you will get a genuine perspective of what has happened to the people of Hawaii. From the establishment of the first people in these islands to the building of the chiefly society and withstanding the tragic consequences of the contact with Europe and America, the Kanaka'maoli (native people) have responded with different strategies to ensure their survival. This session will help researchers interested in race relations develop a deeper understanding of the perspectives of native population. The panel discussion will be followed by another enjoyable session - a Hawaiian lunch at the Willows (see below).

- **Women on Boards of Directors: From Management to Governance - A Vision for the 21<sup>st</sup> Century (10:30AM - 12:00PM at Sheraton Waikiki Beach in Puna Room)**

This workshop gathers internationally known researchers in the area of Women on Boards of Directors who will review past research and outline a future road map for research in this area. Special attention will be paid to countries that border the Pacific.

*Open, no restriction on participation.*

- **GDO Lunch at the Willows (12:00PM - 2:00PM Off Site at The Willows)**

We invite all GDO members and their guests to dine together for lunch at the Willows. The Buffet is geared toward Japanese seafood, however, they have Hawaiian food like laulau, chicken long rice, poi, kalua pig, etc. The price of lunch will run between \$20 and \$30 per person depending on number of people participating.

*Contact Vijayan P.Munusamy at vijayan@hawaii.edu for information on lunch and Lynn Bowes-Sperry at pdwgdo@wnec.edu to register by June 30th.*

- **GDO Trip to the Polynesian Cultural Center (2:00PM - 9:00PM Off Site at the Polynesian Cultural Center)**

We invite all GDO members and their guests to gather together for a "field trip" to the Polynesian Cultural Center (PCC) located on the beautiful north shore of Oahu. During the ride, you will be able to relax and enjoy the views. The cost is \$95.00 with dinner, \$65.00 without dinner (this includes the entrance fee and expenses for the bus).

To learn more about the PCC, visit their website at [www.polynesianculturalcenter.com](http://www.polynesianculturalcenter.com)

*Please contact Lynn Bowes-Sperry at [pdwgdo@wnec.edu](mailto:pdwgdo@wnec.edu) to register and arrange for payment by June 30, 2005*

- **Exploring the Forces Operating When Hidden Identities Intersect in the U.S. and Global Workplace (3:00PM - 6:00PM at Sheraton Waikiki Beach in Koko Crater Room)**

This collaborative, interactive workshop is structured to provide participants with a deeper understanding of the "curious" tensions that often exist at the intersection of religious affiliation, sexual orientation, secular views, and other stigmatized life experiences found in many complex, modern organizations. Attention will be focused on antecedents, decision-making processes, and consequences of disclosing hidden identities as well as discussing practical aspects to help such disclosure be constructive.

*Open, no restriction on participation.*

**Sunday, August 7**

- **Affective Education: An Experiential Workshop (10:00AM - 11:30AM at Sheraton Waikiki Beach in Koko Crater Room)**

The purpose of this experiential workshop is to help participants develop their affective intelligence. A concise, verbal introduction about theoretical, didactic aspects prepares participants for the experiential session. The method employed in this workshop, Biodanza, is a system of affective education that integrates dance therapy with contact. Music, movement, relaxation, and authentic interactions with each other enable participants to enter growth experiences that include bodily sensations, emotions, and enactment of rituals of social binding. As a tribute to this year's theme and location, the workshop will be centered around the musical semantic of the Hula.

*It is recommended to come in loose, comfortable clothes that do not restrict the body. This workshop is open, no restriction on participation.*

- **GDO Town Hall Meeting: Increasing Diversity in Business School Faculty (10:30AM - 12:00PM at Sheraton Waikiki Beach in Ewa Room)**

The objective of this PDW session is to create an open forum to discuss ways to increase diversity in business school faculty in order to meet the needs of the 21<sup>st</sup> century. The workshop will start with a discussion and progress update on the GDO Diversity in Business School Faculty Initiative. The goal of this initiative is to increase faculty diversity by providing a census of faculty diversity and by offering "Diversity in Action" awards to business schools that have developed innovative and successful diversity initiatives. Key questions that will be asked, and answered include: "What has been done?," "What should be done?," and, "How do we know when it works?"

*Attendance is open. For updated information about this PDW and getting involved, visit <http://divisions.aonline.org/GDO/census.htm>.*

- **CAR/GDO Social Gathering** (*Sunday, Aug 7 2005 from 6:00PM - 8:00PM Off Site, Tiki Grill & Bar*)

Come relax and share your pre-conference experiences with other GDO and CAR members. Light munchies will be served, but the drinks are on you (not literally, I hope!)

- **GLBT and Friends Reception** (*8:00PM - 10:00PM at Hawaii Convention Center in Room 314*)

We invite allies, friends, gay, lesbian, bisexual & trans-gendered persons to a social reception. What a great way to end the pre-conference and gear up for the rest of your time at the conference.

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## **GDO Consortium and PDW for Doctoral Students**

### **GDO Doctoral Student Consortium**

**Reception: Friday, August 5 5:30-7:30 pm**

**Sessions: Saturday, August 6 8:00-5:00 pm**

**Application Deadline: June 30, 2005**

The Gender and Diversity in Organizations Doctoral Student Consortium includes of a number of activities for those in the pre-Ph.D. phase of their academic career. The Consortium has open enrollment to ensure that students from all areas and backgrounds have an opportunity to participate in these developmental activities and to spend time networking with consortium presenters, peer colleagues, and others. You do not need to be a member of the GDO Division of the Academy to participate. It is always a lot of fun, relaxed, and informative! Some of the topics we cover include:

*SCHOLARSHIP*: what it means to be a gender and/or diversity scholar; qualitative and quantitative research programs, staying focused or being eclectic, framing your research, publishing/presenting studies...

*TEACHING*: teaching gender and/or diversity, addressing challenging topics in the classroom, building a portfolio, developing credibility...

*SERVICE*: choosing wisely, participating in service to support your research and interests, finding a mentor...

*JOB SEARCH*: building a cv, developing a professional identity, negotiating salary and non-salary items, using placement services...

The Consortium starts in the early evening on Friday, August 5th with a reception for doctoral students and Participating Faculty hosted by the GDO Division Officers and Executive Committee and ends in the late afternoon on Saturday, August 6th. The program on Saturday includes an informal lunch with journal editors from AMJ, AMR, AMLE, ASQ, J. of Applied Psych, J. of Mgmt, OBHDP, OMJ, and ORM, among others. A final schedule of events will be sent directly to registered attendees.

Participating Faculty for 2005 include (in alphabetical order):  
Myrtle Bell, University of Texas-Arlington, US

Stacy Blake-Beard, Simmons School of Management, US  
Elizabeth Cooper, University of Rhode Island, US  
Martin N. Davidson, University of Virginia, US  
Alison Linstead, University of York, UK  
Albert Mills, St. Mary's University, CAN  
Anshu Prasad, University of New Haven, US  
Pushkala Prasad, Skidmore College, US  
Belle Rose Ragins, University of Wisconsin-Milwaukee, US  
Carl Rhodes, University of Technology-Sidney, AUS  
Jane Wheeler, Bowling Green State University, US

Self-nominations/applications, as well as those from deans, department chairs, and other senior faculty, are welcome. To apply, please include the following information in your email:

Name and institutional affiliation of the student  
Student's current mail and e-mail addresses, telephone and fax numbers  
Short paragraph or key words describing student's current research interests  
Student's curriculum vitae (as a Word attachment)  
Please indicate if you are member of GDO

Please apply as soon as possible, but no later than June 30, 2005. Send application materials via email to the 2005 Doctoral Consortium Coordinator:

Jeanie M. Forray, Ph.D.  
School of Business  
Western New England College  
1215 Wilbraham Road  
Springfield, MA 01119 USA  
Office: 413.782.1702  
Fax: 413.796-2068  
Email: [jforray@wnec.edu](mailto:jforray@wnec.edu)

We hope to see you in Honolulu!!

### **Starting Out on the Right Foot: Negotiating your First Job**

**Sunday August 7 9:00am-noon**

**A Special PDW for Doctoral Students on Negotiating Your First Job Organized by the Conflict Management (CM) Division Co-Sponsored with GDO and others**

**Application Deadline: July 31, 2005**

A Negotiation Workshop for Doctoral Students, with Susan Brodt and Wendi Adair (organizers) and Roy Lewicki, Margaret Neale, Greg Northcraft, Robin Pinkley, Hildy Teegen, and Laurie Weingart (presenters).

In partnership with GDO and others, the CM division is offering a workshop designed to prepare doctoral students for the job market. A great team of negotiation experts has designed this session with the goal of building both the knowledge and skills doctoral students need to

successfully negotiate their first job. The session includes presentations about research and an engaging negotiation role play (involving all participants) followed by small group discussions of the exercise.

Register at <http://research.business.queensu.ca/CMPDW>. For more information, contact Wendi Adair ([wla5@cornell.edu](mailto:wla5@cornell.edu)).

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## **GLBT and Friends at Academy**

Ron Ophir  
(York University)  
[ophir@yorku.ca](mailto:ophir@yorku.ca)

The upcoming meetings in Hawaii include a nice collection of sessions/papers that cover different facets of lesbian, gay, bisexual and transgendered issues in the workplace (GDO, but also OMT, OB, MSR, IM, MOC ...). A list of these sessions/papers will be available by July 15th on: <http://aomweb.pace.edu/gdo/glbt/>.

Also, a couple of social events are planned – put on your most fabulous shirt or outfit – and come down to the “Fourth Annual Reception for Friends, Allies, and Gay, Lesbian, Bisexual and Transgender Members of the Academy”. The reception will be held at the Hawaii Convention Center (Room 314, 3rd floor) on Sunday, August 7, 8-10pm. The reception is co-sponsored by the David Eccles School of Business, U. of Utah, Rensselaer Polytechnic Institute, and OD Systems. Many thanks to Lynn and Myrtle for their support in getting us on the program. Information about an informal gathering will be available by July 15th on: <http://aomweb.pace.edu/gdo/glbt/>.

Information about how to join the AcademyFamily Listserv is available at <http://aomweb.pace.edu/gdo/glbt/>. For additional information you may also email [glbt@mailaom.pace.edu](mailto:glbt@mailaom.pace.edu). Please feel free to disseminate this information to other divisions and other Academy members you think might be interested.

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## **Member Accomplishments**

One of GDO’s long-time supporters, Joanne Martin from Stanford University, has been chosen as the OMT division’s Distinguished Scholar this year. On Monday morning (time to be announced, but it will probably be early) during the 2005 Academy of Management Conference, she will give an invited address, which will focus on how the neglect of gender and diversity issues has shaped the development of organizational theories. We’re sure she’d appreciate some audience members from GDO, so please plan to attend! Congratulations Joanne!!

Bev Sauer's book, *The Rhetoric of Risk: Technical Documentation in Hazardous Environments* (Lawrence Erlbaum Associates, 2003) was awarded the prize for Best Book in Technical or Scientific Communication for 2003 by the National Council of Teachers of English. Bev Sauer teaches Managerial Communication, Risk Communication, and Cross-Cultural Communication



in the Graduate Division of Business at Johns Hopkins University. She was promoted to the rank of Professor in January, 2003. Great job Bev!!

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## **Divisional Web Page Wants Your Contributions**

The GDO Website has been updated with calls for papers and additional teaching resources. 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](mailto:ophir@yorku.ca). Please send contributions as attachments in one of the following formats: Microsoft Word, PDF or Rich Text Format (RTF).

Sincerely,  
Ron Ophir  
GDO Division Webmaster

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## **Job Posting**

Catalyst ([www.catalystwomen.org](http://www.catalystwomen.org)) works with businesses and the professions to build inclusive environments and expand opportunities for women at work. Catalyst research teams count the numbers and track the trends of women in business. We talk to managers, CEOs, and senior women, including women of color. We find out where the women are, where they want to go, and how companies can help them get there.

Catalyst has an exciting opening for a Senior 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. For a full job description, please go to: <http://www.catalystwomen.org/about/jobs.shtml>.

APPLICATION INSTRUCTIONS: Please e-mail your resume, cover letter, salary history and/or demands, and where you found this job ad posted, to [Catalystjobs@catalystwomen.org](mailto:Catalystjobs@catalystwomen.org) with Senior Director, Research in the title. EOE

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## Upcoming Call For Papers

(in chronological order)

### 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](#)

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## Next Newsletter: Fall 2005

Please submit your contributions, updates, and news items to Dr. Susan Burroughs (GDO Division Newsletter Editor) at [susanmburr@aol.com](mailto:susanmburr@aol.com) before September 15, 2005.

Thank you!