

Gender and Diversity in Organizations Newsletter

A Division of the Academy of Management

Winter 2005 Issue

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Report from the Division Chair
Bernardo M. Ferdman (Alliant International University)
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Dear GDO colleagues,

Greetings from sunny San Diego! I want to start by wishing each of you and your loved ones all the best for 2005. I hope that this year brings you health, peace, and only good things.

Given the recent earthquake and tsunami in South Asia, and the resulting horrible loss of life, injury, and destruction, I am particularly aware of how important it is to appreciate each day and count our blessings. The disaster also brings to mind that, even though in many ways we are all the same in the face of earth's awful cataclysms—the tsunami struck and destroyed luxury beachfront hotels and humble seaside huts alike—gender and diversity nonetheless play a large role in people's experiences and outcomes in this and similar events. For example, a large proportion of the dead are children (see, e.g., ["Most of Asian tsunami casualties are women and children," www.channelnewsasia.com](http://www.channelnewsasia.com), January 2, 2005). There are ongoing debates about the appropriate role of rich nations in helping recovery efforts. The poverty of the regions that were worst hit is certainly a factor that will slow aid efforts and reconstruction. And there are many religious traditions in the area, each with different customs regarding burial and mourning—part of the suffering for many survivors has come from their inability to follow those traditions appropriately. As the affected countries and communities and their people work to recover and rebuild, aid from others will go a long way in making the process a bit more bearable and doable. If you would like to help from afar, one way is to donate money; listings of relief efforts are available at these websites, among others:

- http://dir.yahoo.com/Science/Earth_Sciences/Geology_and_Geophysics/Seismology/Historic_Earthquakes/Indian_Ocean_December_26_2004/Relief_Efforts/
- http://www.command-post.org/nk/2_archives/018256.html
- http://en.wikipedia.org/wiki/Donations_for_victims_of_the_2004_Indian_Ocean_earthquake

Even though my mood is tempered in particular by this recent event, I am also more than ever convinced about the importance of research and practice on gender and diversity in organizations. GDO, which now has more than 1,000 members, and which has grown by more than 39% in 4 years, is in a unique position in this regard. As far as I know, we are the largest group of scholars in the world focused on gender and diversity in organizations. Our challenge in the near future as I see it will be to figure out what we should be doing and how we should be leveraging our collective resources for the long-term. For this reason, I have asked **Martin Davidson**, our Division Chair-elect, to chair an ad hoc Strategic Planning Committee to figure out both what the key questions are for our division and where we should be heading in the future.

This effort will build on the many accomplishments of the Division and its members over the past 20 years. At the meetings in New Orleans, we had a superb program, organized by Martin. One of the sessions that stands out was **Celebrating 20 Years of WIM & GDO**, during which

past, present, and future leaders of the division spoke about their perspectives, experiences, and hopes, and which turned into a moving event for all present.



*Past, present, and future GDO activists at **Celebrating 20 Years of WIM & GDO**, a special celebratory session at the New Orleans meetings, August 2004.*

This is also an important year for GDO because we will be undergoing our 5-year review by the Academy of Management. (Every division must be reviewed every 5 years by the Board of Governors to make sure that they are operating in the best interests of their members and in line with Academy policies.) In connection with this, you will be receiving an e-mail very soon asking you to complete our self-study survey. I urge you to please do this right away. It is critical to the review process that we have sufficient participation in the survey.

This is also an exciting year because the next annual conference will be in Hawaii, one of the most diverse states in the U.S. **Myrtle Bell**, the GDO Program Chair, and **Lynn Bowes-Sperry**, the Professional Development Workshop Chair, are working very hard (and will be doing so for many months yet) to put together what I am sure will be a wonderful, creative, and interesting program. You can help with this by submitting your proposals (the deadline is January 10), and by volunteering to review (see Myrtle's note later in this Newsletter).

I am also very excited about the leadership of the Division. Beside Martin, Myrtle, and Lynn in the roles I've mentioned, **Quinetta Roberson** has been skillfully handling the duties of

Treasurer, **Ron Ophir** is doing a superb job managing our website (which I hope you visit regularly), and **Bobbie Turniansky** continues to capably coordinate our listserv, a key channel for ongoing communication and interaction among division members. (I encourage you to use the listserv; if you are not signed up, please do so on the Web at http://divisions.aomonline.org/gdo/comm/comm_lists.htm. If you have trouble with that, you can e-mail Bobbie at bobbie@erez.org.il and ask her to put you on the list.) The division is also very lucky to have **Susan Burroughs** as our new Newsletter Editor. (There is a short bio of Susan in the newsletter.) She did a wonderful job in coordinating last year's Doctoral Consortium as part of our PDW program, and she has experience editing a newsletter for another organization. Thank you, Susan, for taking on this task! We also continue to benefit from the experience and wisdom of our Past Chair, **Betsy Cooper**. A key role for Betsy this year is heading up our officer and executive committee nominations process – I hope that when the time comes you will respond to her call for nominations. Finally, I want to give a warm public welcome to the new members of the GDO Executive Committee, elected to 3 year terms: **Donna Chrobot-Mason, David Kravitz, Belle Rose Ragins, Hetty Van Emmerik**. All have been active members of the division who are now ratcheting up their involvement further.

There should be ample opportunities for members to be involved in the division in some way. Reviewing for the conference program is certainly one key way, and I encourage everyone to do that. If you would like to volunteer for a committee and have not done so already, please let me know. When the call for nominations comes out, you can nominate colleagues for our Divisional awards, including our Sage/Janet Chusmir Service Award and the Sage Scholarship Award. You can also make suggestions regarding activities at the conference – or even better yet, organize an activity. Also, you can encourage colleagues to join the division and to submit their work to GDO. Finally, we have two initiatives that serve as a good example of the reach that GDO can have beyond the annual conference. **David Kravitz** is chairing the Government Relations Exploratory Committee, described later in the newsletter, and is seeking to expand the reach of the group beyond the United States. And **Belle Rose Ragins** is chairing a new ad hoc committee on diversity in business school faculty. Look for some exciting developments from that group in future newsletters.

Best wishes,
Bernardo

P.S. GDO and the Academy of Management rely on virtual communication (e-mail, etc.) as the primary vehicle for reaching members. *So it is critical that we have your current e-mail address.* Our information is based on the information you give to the Academy of Management. Please take a few minutes to go to the AOM website at <http://apps.aomonline.org/memberprofile/logon.asp> to ensure that your contact information is up to date.

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Meet the Leaders of the GDO Division

Chair: Bernardo Ferdman

Dr. Bernardo Ferdman is Professor at the California School of Organizational Studies, Alliant International University, in San Diego, where he has taught since 1993. He has over 20 years experience as a teacher, writer, and consultant on issues of diversity and multiculturalism in organizations, ethnic and cultural identity, Latinos/as in the workplace, cross-cultural communication, and organizational behavior and development. Bernardo has published over three dozen books, articles, and book chapters, and made more than 100 presentations at professional conferences in the areas of ethnic, cultural, and gender diversity; diversity and inclusion in organizations; Latino identity; and organizational psychology. He is Past-President (2003-2005) of the Interamerican Society of Psychology (<http://www.am.org/sipsych>), a Fellow of the American Psychological Association (Div. 9), and a Charter Fellow of the International Academy for Intercultural Research (<http://www.interculturalacademy.org>), as well as a recipient of the Society for the Psychological Study of Social Issues' (<http://www.spssi.org>) Gordon Allport Intergroup Relations Prize. Bernardo was born in Buenos Aires, Argentina, and was raised there, in New York City, and in Puerto Rico.

Chair-Elect: Martin Davidson

Dr. Martin Davidson is Associate Professor of Business Administration at the Darden Graduate School of Business at the University of Virginia. In his research, teaching and consulting, Martin focuses on the strategic use of difference to create sustainable competitive advantage for organizations, both globally and domestically. His research on the impact of race and culture on dispute processes, and on career development appears in top managerial and academic journals and books including *Administrative Science Quarterly*, *Research on Negotiation in Organizations*, *Journal of Personality*, *Review of Educational Research*, *International Journal of Conflict Management*, *Sex Roles*, and *Performance Improvement Quarterly*. His teaching cases on managing diversity are used in MBA classrooms and executive education venues in the U.S. and abroad. Martin is collaborating with Darden's inaugural Batten Fellow, Heather Wishik, to conduct research on critical competencies for managing diversity effectively across national boundaries. He is currently writing a book on global diversity.

Program Chair: Myrtle Bell

Dr. Myrtle Bell is an associate professor of management at the University of Texas at Arlington. GDO is Myrtle's home division in the Academy. Myrtle's research on diversity and social issues at work appears in outlets such as *Academy of Management Journal*, *Journal of Applied Psychology*, *Journal of Applied Behavioral Science*, *Violence Against Women*, and *Journal of Vocational Behavior* and in numerous edited volumes. Her research on affirmative action received GDO's Sage Best Dissertation award and was a finalist for the Owens Scholarly Achievement Award from the Society for Industrial-Organizational Psychology. Along with running the GDO program this year, Myrtle is writing a diversity book.

Program Chair-Elect & PDW Chair: Lynn Bowes-Sperry

Newsletter Editor: Susan Burroughs

Dr. Susan Burroughs is an Assistant Professor of Management at Washington State University, Vancouver. Her primary areas of interest are in the fields of industrial/organizational psychology, human resource management, organizational behavior, and statistics. She has published numerous journal articles, book chapters, business cases, magazine articles, and actively presents papers at professional conferences on the topics of workplace aggression, personnel selection, gender/diversity issues, and performance appraisal systems. Her research has recently appeared in publications such as the book *Counterproductive Workplace Behavior: An Integration of Actor and Recipient Perspectives* (a publication by the American Psychological Association) and journals such as the *Journal of Organizational Behavior*, *Journal of Management*, *Journal of Vocational Behavior*, and *Journal of Community Psychology*. She is happy to serve the GDO Division as the newsletter editor and wants members to send her updates and announcements for the next issue!

Website Manager: Ron Ophir

Dr. Ron Ophir received his Ph.D. Organizational Behavior and Theory in 2003 from the GSIA, now the Tepper School of Business, Carnegie Mellon University. In his dissertation, Ron examined the impact of intragroup trust on the development of transactive memory systems and group productivity. Ron's research interests include group and organizational learning, and transfer of knowledge within and between organizations and organizational units, trust, and diversity in organizations. His chapter with Linda Argote, "Intraorganizational learning," appeared in *The Blackwell Companion to Organizations* (2002). His recent work on the adoption of domestic partner benefits by Fortune 500 companies has been presented at the European Group for Organizational Studies Colloquium. During his time at Carnegie Mellon, Ron started a SafeZone program on campus, and founded a campus resource center for lesbian, gay, bisexual and transgender concerns. Now at York University, Ron is a member of the Positive Space program and is a member of York's Sexual and Gender Diversity Advisory Committee.

Treasurer: Quinetta Roberson

Dr. Quinetta Roberson is an Assistant Professor of Human Resource Management in the School of Industrial and Labor Relations at Cornell University. Her research interests center on contextual investigations of organizational justice issues - particularly fairness in work teams and specific human resource contexts. In addition, she does research in the area of strategic diversity management and recruitment and job search. Quinetta's research has appeared in the *Academy of Management Review*, *Group and Organization Management*, *Journal of Applied Psychology*, *Journal of Business and Psychology*, *Personnel Psychology* and *Research in Personnel and Human Resource Management*. Dr. Roberson teaches courses in Human Resource Management, Diversity and Financial Analysis to masters and undergraduate students. In addition, she teaches in Cornell's Strategic Human Resource Management Executive Education Program. Quinetta served on the GDO Executive Committee from 2002-2003 and currently serves as Division Treasurer.

Meet Some Executive Committee Members

Dr. Belle Rose Ragins is a Professor of Human Resource Management at the University of Wisconsin-Milwaukee and a founder and Research Director of IDEAL – the University of Wisconsin Institute for Diversity Education and Leadership. Belle spent the last 20 years studying gender, diversity and mentoring in organizations and loving it! She has received a number of awards for her research, including the GDO Sage Award for Scholarly Contributions to Management, the Academy of Management Mentoring Legacy Award, the American Society for Training and Development Research Award, the American Psychological Association Placek Award, and five Best Paper Awards from the Academy of Management (including 3 Dorothy Harlow Awards). Belle was recently elected a Fellow of the Society for Industrial-Organizational Psychology, the American Psychological Society, the Society for the Psychology of Women and the American Psychological Association.

Dr. Donna Chrobot-Mason recently accepted the position of Graduate Director at the University of Cincinnati. She is an assistant professor within the Center for Organizational Leadership and directs their Masters Program in Labor and Employment Relations. Donna conducts research in the areas of multicultural leadership, identity management, and diversity training.

Dr. David Kravitz is an Associate Professor of Management at George Mason University. David's personal interest in diversity stems from his childhood in southern Alabama (1959 – 1964), where he got to observe the evils of racism up close and personal. His professional interest was piqued when he discovered that students in his undergraduate I/O psychology class had strong opinions about affirmative action but little knowledge. This observation stimulated a program of research that led to several articles on public beliefs about affirmative action and their associated attitudes. David has served the GDO Division by regularly reviewing for the annual meeting, by serving on committees, and by chairing the Research Issues session of the 2004 Doctoral Student Consortium. He also created and currently chairs the Government Relations Exploratory Committee – please see the separate article in this newsletter on the GREC. Most of his teaching is in the GMU MBA program (OB, Leadership, Statistics), but he is looking forward to teaching an undergraduate course on diversity in organizations next year. He loves both research and teaching and won the 2003 George Mason University Teaching Excellence Award.

Dr. Hetty van Emmerik (PhD, Work and Organizational Psychology/Business Administration at Vrije University, Amsterdam, The Netherlands, 1991) is an Associate Professor at the Department of Sociology, Utrecht University, The Netherlands. Her research interests broadly include social relationships within organizations (e.g., mentoring, networking, social support issues) and the association with various career outcomes (e.g., satisfaction, commitment, burnout, and work engagement). Most frequently, these research issues include the examination of gender differences and/or diversity within the working context, and the possible differential preferences of employees. She teaches courses in careers, organizational sociology and sociological research methods, and OB to undergraduate and graduate students. Further, she is involved in several Equal Opportunity initiatives within Dutch universities and member of the board of the Dutch Society of Women's Studies. So, some diversity flavor from Europe!

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A Message from the Program Chair

Dear GDO members:

The January 10 deadline for submission of papers and symposia for consideration to the AoM meeting in Honolulu is almost here. Several early papers were submitted soon after the website opened; not everyone works feverishly within the last few days before the deadline! I hope that **all of you** are working on papers to submit. The more submissions GDO receives, the more conference time will be allotted, and thus, the more submissions we will be able to accept. In addition, submitting symposia to multiple divisions increases their chances of acceptance.

In addition to submitting to GDO, please also plan to review for the division – visit <http://students.uta.edu/ga/gam7722/gdo.aspx>. We need and appreciate both experienced reviewers as well as those who've never reviewed and strive to give useful feedback to submitters. If you are willing or need to serve as a discussant or session chair, please also make your requests known and I'll try to accommodate them.

My hope is that we will have many, many participants from around the world. I personally know participants from Europe, Asia, Canada, and the U.S. mainland who are planning to come. Please encourage your colleagues who may have never been to an Academy meeting to submit and come to the conference. I can't think of a better venue and am expecting an awesome program in an incredible setting. I'm looking forward to seeing you in Honolulu.

Best regards,
Myrtle Bell
Program Chair

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Call for Papers: Academy Of Management Conference Honolulu, Hawaii August 5-10, 2005

This call outlines some reminders for successfully submitting papers and symposia for review. The deadline for submissions is **January 10, 2005**.

The theme for this year's meeting is "*A New Vision of Management in the 21st Century*." It is a timely and relevant theme from a global and national perspective, and it is an important and central part of the research and practice that concerns Gender and Diversity in Organizations division members. This theme invites all of us to contemplate, question, theorize, and imagine how the field of management can be better understood and developed. I encourage you to visit the Academy web page to learn more about this year's theme. The website address is: <http://www.aom.pace.edu/meetings/>.

Submission Process

I cannot over-emphasize the importance of carefully reading and following the submission guidelines in the All-Academy Newsletter or AoM Website, as well as the requirements specific to the Gender and Diversity in Organizations (GDO) division. There are two primary stages in the submission process.

First, as in prior years, your abstract, title page, and affiliation information must be submitted to the AoM website before submitting your papers and symposia to the GDO Division. This is because you need to receive an "electronic submission number" from the AoM website (see URL above). This number should appear on all of your submissions and correspondence. Be sure to print out the electronic submission confirmation sheet. It contains important information that must accompany your formal submission. Next, upload your submission to the AoM website.

Second, the GDO Division also requires an electronic submission consistent with the AoM guidelines. After you have submitted your paper or symposium using the AoM's submission procedures, send an email to gdoprogram@uta.edu with the following information:

1. In the subject line of the email, include the GDOPAP##### (for paper submissions) and/or GDOSYM##### (for symposia submissions) using the AoM assigned submission number (#####).
2. In the body of the email, include
 - a. Title of paper or symposium
 - b. 3 topic areas of the submission
 - c. Whether the paper is sole-authored student paper to be considered for the Dissertation Award if accepted to the conference and date of defense.
 - d. Your name and affiliation
 - e. Name and affiliation of next author
 - f. Name and affiliation of next author
 - g. Additional space as needed for more authors
 - h. Additional space as needed for mote authors

There are specific requirements for preparing your submissions on the AoM website, so I strongly encourage you to consult the Academy web site for the details! I look forward to seeing you in Hawaii!

Aloha!
Susan Burroughs
Newsletter Editor

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**Greetings from Rose Batt
CMS Program Chair, AOM 2005**

The Critical Management Studies Interest Group (CMS) serves as a forum within the Academy of Management for the expression of views critical of established management practices and the

established social order. Its premise is that structural features of contemporary society, such as racial and gender inequality, the profit imperative, or environmentally damaging technologies and production systems often turn organizations into instruments that undermine the welfare of working people, consumers, and communities.

CMS invites members of the Gender & Diversity in Organizations Division to submit proposals for jointly sponsored symposia to the Gender & Diversity Division and CMS. When CMS was chartered as an Interest Group last year, we explained to the Board of Governors that we saw ourselves as a matrix "row" across the divisional "columns" in the Academy structure - and thereby contribute to the life of the divisions rather than fragment it. We hope we can deliver on that idea in our Honolulu program.

We will also be innovating in the design of our program. The traditional model of Academy meetings has been SELECTIVE, designed to identify the BEST of the presentation. By contrast, our policy will be DEVELOPMENTAL, and we plan to use whatever time is allocated to us to program submissions that fall within our domain, whether they be very short "concept papers," more substantial "work-in-progress," or fully-developed final products. To accommodate all these, our program will feature a mix of paper presentations, symposia, "roundtables," and "poster papers."

So if your work has a "critical" edge, please do visit the CMS website:

<http://aom.pace.edu/cms/>

and submit your work to us following the guidelines on the AoM website:

<http://submissions.aomonline.org/2005/default.asp>

Thank you,

Rosemary Batt

Alice H. Cook Professor of Women and Work

ILR School, Cornell University

387 Ives Hall

Ithaca, NY 14853

607-254-4437 (phone)

607-255-1846 (fax)

rb41@cornell.edu

http://www.ilr.cornell.edu/academics/faculty/default.html?teac_id=14&staff_id=rb41

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AOM Career Achievement Awards

I am serving as Chair of the AOM Career Achievement Awards Committee for 2004-2005. This committee is responsible for reviewing nominations and selecting recipients for these awards:

Distinguished Educator Award

Distinguished Scholar Practitioner Award

Distinguished Service Award

Distinguished Scholarly Contributions Award

The members of the 2004-2005 Awards Committee are: Jennifer Chatman (Berkeley), Gerald Davis (Michigan), Daniel Feldman (Georgia), Don Hambrick (Penn State), Susan Jackson (Rutgers), Dan Levinthal (Wharton), Frances Milliken (NYU), Nigel Nicholson (London Business School), Linda Putnam (Texas A & M), Elaine Romanelli (Georgetown), Debra Shapiro (Maryland), and Mike Tushman (Harvard).

Detailed information about the awards, including past recipients through 2004, is available on the Academy of Management website: <<http://www.aomonline.org/>>. Click on "People and Communities", then select the "Recognition and Involvement" tab on the left menu and click on "Awards". As noted on the website, nominations for the awards must be submitted to me electronically and received no later than **February 3, 2005**.

I encourage GDO members to submit nominations. Please let me know if I can provide additional information about the awards.

Many thanks,
Greg Oldham
g-oldham@uiuc.edu

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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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Divisional Web Page Wants Your Contributions

The GDO Website has recently been updated with calls for papers and additional teaching resources. You are invited to take a look at: <http://divisions.aonline.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).

Sincerely,
Ron Ophir (ophir@yorku.ca)
GDO Division Webmaster

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News from the Government Relations Exploratory Committee

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. Such agencies would include, for example, those responsible for enforcing government regulations against demographic discrimination. In the United States, this includes the Equal Employment Opportunity Commission and the Office of Federal Contract Compliance Programs. At a minimum, the GREC will gather information about the relevant agencies and will convey this information to the Division membership. Relevant information might include the agency's charge, contact information, relevant web and physical locations, and availability of

relevant data. Whenever possible, the GREC will also inform agency leaders about the GDO Division and will explore possibilities for mutually beneficial collaboration.

Previous GREC reports providing information about the agencies and about possible collaborations have been given in the GDO Newsletter. They can be found on the GDO web site at the following locations:

Fall 2001: http://divisions.aonline.org/gdo/newsletters/Newsletter_2001_Fall.htm

Spring 2002: http://divisions.aonline.org/gdo/newsletters/Newsletter_2002_Spring.htm

Given the importance of globalization and the ubiquity of diversity issues throughout, it is time for the GREC to take an international perspective. If you are based outside the United States and would like to contribute to the GREC, please contact David Kravitz, GREC Chair, at dkravitz@gmu.edu or 703-426-8551.

SHRM Requests Nominations

The Society for Human Resource Management (SHRM), and SHRM's affiliates, the SHRM Foundation and the Human Resource Certification Institute (HRCI) are once again seeking nominations for a special research award in honor of their retired President and CEO, Michael R. Losey, SPHR, CAE. Eligibility for this award is based upon significant past contributions as well as continuing influence on the human resource management field. Nominations should be for individuals with the strong credentials such as continuous and respected research. The award is for \$50,000. The deadline for nominations for the award is **January 21, 2005**. If you have any questions about this prestigious award, please e-mail SHRM at loseyaward@shrm.org or visit www.shrm.org/LoseyAward for more information.

Member Accomplishments

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!!

Genderdax: A New Campaign for Career-Oriented Women

"Genderdax" is supported by the German Federal Ministry for Family, Senior Citizens, Women and Youth and will represent an exclusive choice of innovative companies who actively support career-oriented women. Taking into consideration that competition in a globalized world will further increase, companies will systematically promote male and female high potentials to ensure their success.

Meanwhile career-oriented women - our main target group - are highly qualified, highly motivated, have excellent know-how and long term practical experiences. A lot of companies have already realized the value of the human capital of women. The information platform "genderdax" will provide a comprehensive overview about large and middle sized companies of various branches in Germany that are especially interested in promoting highly qualified and career-oriented women. For participating companies, genderdax is a free advertisement providing the opportunity to present their special activities in the area of working conditions and personal development for career-oriented women.

The I.P.A. Institute for Human Resource and International Management at the Helmut-Schmidt-University Hamburg is responsible for developing and running the information platform. Project managers are Prof. Dr. Michel E. Domsch and Prof. Dr. Désirée H. Ladwig.

Please don't hesitate to contact us if you have any knowledge of similar projects or need further information.

Regards,
Prof. Dr. Michel E. Domsch
Prof. Dr. Désirée H. Ladwig
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Tel: +49 (0)40 6541 2620 (Public Relations A.Pintsch)
Fax.: +49 (0)40 6541 2891
e-Mail: genderdax@hsu-hh.de
supported by BMFSFJ in cooperation with Tatenstattworte e.V.

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Job Posting

Catalyst (www.catalystwomen.org) works with businesses and the professions to build inclusive environments and expand opportunities for women at work. Catalyst's Research department develops and enhances the organization's knowledge base on expanding opportunities for women and business. The department's reports are solutions-oriented and designed for public dissemination. The Research Department has the following exciting opening:

TITLE: Senior Associate
DEPARTMENT: 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 of color. Manages and supervises work on small-sized

projects or components of major projects. Serves as issue specialist, disseminating expertise through written work, presentations, panels, and media interviews. Must have strong quantitative skills (SPSS highly preferred).

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) and four years or more of applied research and/or consulting experience.

WORKING CONDITIONS:

Heavy computer use, Tight deadlines, multiple priorities, Limited Travel,

Work with confidential issues and data, Team structure, multiple reporting relationships

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.

APPLICATION INSTRUCTIONS:

Please e-mail your resume, cover letter, and salary history and/or demands, and where you found this job ad posted, to jobs@catalystwomen.org with Senior Associate, Research (Women of Color Projects) in the title.

Catalyst is an Equal Opportunity Employer and actively encourages candidates of diverse backgrounds (men and women) to apply for this position.

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)

JANUARY 2005

January 6, 2005

 [**The symbolic construction of organization: Boundary setting and identity processes**](#)

January 10, 2005

 [**2005 Academy of Management Annual Meeting: A New Vision of Management**](#)

January 10, 2005

 [**GLOBALISATION, LOCALISATION and GLOCAL GOVERNANCE?**](#)

January 14, 2005

 [**Re-thinking Leadership: New Directions in the Learning & Skills Sector**](#)

January 14, 2005

 [**Diversity Issues in Sport and Leisure**](#)

January 15, 2005

 [**50th World Conference of the International Council for Small Business**](#)

January 15, 2005

 [**ASYMMETRICAL ALLIANCES**](#)

January 15, 2005

 [**The 2005 International Conference in Management Sciences and Decision Making**](#)

January 15, 2005

 [**Thunderbird Global Management Summit**](#)

January 19, 2005

 [**OBTC- Organizational Behavior Teaching Conference**](#)

January 30, 2005

 [**Organizational Behavior in Healthcare - The Challenges are Organizational, Not Just Clinical**](#)

January 30, 2005

 [**ACREW 2005 CONFERENCE Theme: Shifting the Boundaries of Employment and Work**](#)

January 31, 2005

 [**BAM 2005 - Challenges of Organizations in Global Markets**](#)

January 31, 2005

 [**International Mass Customization Meeting \(IMCM'05\): Concepts – Tools – Realization**](#)

January 31, 2005

 [Organizational and Strategy Processes in Globalized Markets](#)

FEBRUARY 2005

February 1, 2005

 [Supply Chain Forum: An International Journal Special Issue on Trust and Collaboration in the Supply Chain](#)

February 14, 2005

 [Career Development International Special Issue on Mentoring and Career Development](#)

February 15, 2005

 [Managing work-family relations: Social responsibility or economic reality? - Special track within EURAM 2005](#)

February 28, 2005

 [Workplace Commitment and Identification: Forms, Foci, and Future](#)

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: March 1, 2005

Please submit your contributions, updates, and news items to Dr. Susan Burroughs (GDO Division Newsletter Editor) at burrough@vancouver.wsu.edu before February 15, 2005!

Thank you!