
Gender and Diversity in Organizations Newsletter

A Division of the Academy of Management

Fall 2006 Issue

Newsletter Editor:
Susan Stewart
(University of Puget Sound)
[sstewart@ups.edu](mailto:ssewart@ups.edu)

Report from the Division Chair

Myrtle P. Bell

University of Texas at Arlington
mpbell@uta.edu



Dear GDO colleagues:

I am excited about being division chair and about the many things we will accomplish this year as a division. I hope everyone is working on their submissions for the 2007 conference program and that you've already signed up to review for the program. In addition to submitting work and reviewing for the program, many will also be serving on committees, and all will hopefully vote on our proposed new domain and mission statement when the time comes.

GDO Committees and Announcements:

I sincerely thank the many division members who responded to my call for volunteers to help do the work of the division this year. I was overwhelmed with the responses and all nearly committees have now been staffed. Most people were assigned to one of their choices of committees; if you were not, please do volunteer again next year. And, of course, please do sign up to review for the division. GDO by-laws require that members of some committees have previously served as a reviewer for GDO, other divisions, or Academy journals, and have published in the GDO field.

Our new webmaster is Rosanne Hawarden (Massey U.), who replaces Ron Ophir (York U.). Ron served as webmaster for several years, and this year was elected to the Executive Committee for a 3 year term. Rosanne has a wealth of experience in this area and we welcome her to the team. Please check the website regularly for important information, including 2006 GDO Award winners, teaching resources, links, calls for papers, announcements, and other updates.

Our incoming newsletter editors are Raymond Trau (Monash U.), who has served as associate editor for the past year, and Beth Livingston (U. of Florida). Ray will serve as senior editor and Beth as associate editor for this year. We thank Susan Stewart (U. of Puget Sound) for serving as newsletter editor for the past two years.

For the 2007 meeting in Philadelphia, we hope to announce winners of the awards for the Sage Dissertation, the Emerald Best Student Paper, Dorothy Harlow, Janet Chusmir Service, and Sage Scholarship. Committee chairs will be in contact with members in the near future. Please begin thinking of people to nominate for the Janet Chusmir Service and the Sage Scholarship awards as a wonderful way to recognize recipients. Calls for nominations will appear in the spring.

Mission and Domain Statement Change Update:

As you may know, for the past two years, we have been working on changes to the GDO mission and domain statement to more accurately reflect the GDO division. For several years, during Academy of Management submission periods, many non-US members have asked if the terms “African-Americans, Asian-Pacific Americans, Hispanic Americans, and Native Americans” excluded non-US people of color, among other similar queries about the division’s domain and purpose. After discussion at the executive committee meetings in New Orleans (2004) and Honolulu (2005) and throughout the months between, Lotte Bailyn, GDO members, and executive committee members worked tirelessly to develop more accurate statements. After further discussion in Atlanta, and a little tweaking this fall, the new committee chair, Jeanie Forray, has begun the formal process of obtaining approval of the recommended new statement. At present, the new statement is with the other division chairs to ensure that their divisions’ domains are not being encroached upon. If they approve, the new statement will then go to the Academy of Management Board of Governors. If approved, it will then go to the GDO membership for a vote in the spring. We are hoping for approval in each step, but there is time between now and then for changes, if necessary.

Other notes:

Please remember to keep your official Academy of Management e-mail and contact information current. If you have friends or colleagues who have moved, please e-mail them at their new address and ask them to update their records so they can receive GDO and AoM communications.

I look forward to working for the division this year and thank you for the privilege of doing so.

Best,
Myrtle

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See you in Philadelphia!

2007 Annual Meeting of the Academy of Management
Doing Well by Doing Good
Philadelphia, Pennsylvania - August 3-8, 2007



The Academy once again invites management scholars from around the world to convene in Philadelphia, Pennsylvania for its 67th Annual Meeting. As always, there will be excellent conversation, good friends and, of course, good cheers.

This year's theme demonstrates how firms can be financially successful while at the same time trying to accomplish some positive social goals and make life better for its employees and the communities where they operate. This theme builds upon last year's theme which linked management with the public concern, and is a logical extension of the call for a New Vision for Management which occurred during the 2005 Honolulu conference.

For more information, please visit <http://meeting.aomonline.org/2007/>. The submission deadline is **January 15, 2007**. Before submitting, please carefully review all the Academy submission guidelines, and division domains and instructions. If your submission does not following all the guidelines, it will NOT be reviewed.

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Message from Program Chair
Jeanette (Jan) Cleveland
Pennsylvania State University
janc@psu.edu



The GDO Division needs you! Please volunteer to serve as a reviewer for the GDO Division for the 2007 Academy of Management conference in Philadelphia. We hope you will get involved with the Division as a reviewer and to connect (or re-connect) with the Division's activities. Each year the number of submissions to the GDO Division grows, and we need and appreciate the help of members who volunteer to review. The success of our GDO program depends on you joining the ranks of other top-notch volunteer reviewers. We hope you will be a part of this process.

Like last year, the Academy will be using a centralized reviewing system. Please register yourself as a GDO Division reviewer at <http://program.aomonline.org/reviewers>. If you choose to review, you can expect to review no more than three submissions from the GDO Division. Submissions will be available for review on or before January 23rd and reviews are due three weeks later, on February 13th.

While comments to authors are extremely helpful and expected, a long, multi-page review (such as that for a journal) is not necessary. We will make every attempt to send you papers that are related to your interests. The Academy review process is entirely online. So if you volunteer, you will receive your papers to review electronically and will submit your reviews electronically.

Please volunteer to review and be a part of the continued GDO success! Your participation will be recognized in the Conference Program Book. If you have any other questions, please feel free to contact me.

Thank you for being a member of the GDO Division! We hope you'll volunteer as a reviewer. Please visit our division web site (<http://division.aonline.org/gdo/>) for information on the 2007 Annual Meeting.

Thank you!
Jan Cleveland

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**Message from Program Chair-Elect
& PDW Chair**

Quinetta M. Roberson

Cornell University
qmr3@cornell.edu



The Gender and Diversity in Organizations (GDO) Division invites proposals for the pre-conference professional development workshops (PDW) to be held at the 2007 Academy of Management meeting in Philadelphia. Derived from the Greek words meaning “city of brotherly love”, Philadelphia represents an ideal setting for the Academy’s “Doing Well by Doing Good” theme. While providing the backdrop for an important part of US history, Philadelphia has developed into a city represented by a mix of ethnic backgrounds, cultural traditions, and lifestyles. Because GDO is dedicated to exploring such diversity and related issues in organizations, we encourage submissions intended to develop and enhance Academy members’ professional and personal skills associated with diversity scholarship and learning.

PDW sessions can take any form including tutorials, panels, roundtable discussions, case studies, debates, and invited speakers. In addition, sessions may include practitioners, colleagues from other disciplines, and other types of organizations including corporations, public sector entities, and non-profits. Submitters are encouraged to be innovative in workshop design, and interactive workshops will be particularly welcomed. Cross-divisional proposals, which involve two or more divisions and/or interest groups, are also strongly desired.

Formal PDW proposals should be submitted to Quinetta Roberson at qmr3@cornell.edu by Monday, **November 13, 2006**. However, earlier submissions are encouraged. Follow the link for a [GDO proposal submission form and guidelines](#). Please feel free to contact me prior to the proposal deadline to discuss PDW ideas or for additional information.

Quinetta M. Roberson

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Message from Chair-Elect

Lynn Bowes-Sperry

Western New England College
lbowessp@wnec.edu



GDO “Best Reviewers” Award

Determining the “Best Reviewers” for the 2006 program in Atlanta was a somewhat difficult yet enjoyable process for me. It was difficult because many reviewers for GDO provided detailed, constructive feedback and encouragement to authors. It was enjoyable for the same reason! I know that being exposed to so many well-written and insightful reviews has been developmental for me as well as for many of the authors. I am also pleased to announce that this group includes not only seasoned GDO veterans but also recent graduates and doctoral candidates. Individuals receiving the GDO “Best Reviewer” award were recognized at the GDO Business Meeting in Atlanta. Those who were present received a box of *Good and Plenty* candy (because their reviews were *good* and they provided *plenty* information). They will also receive a framed certificate before the end of year. GDO members, I present to you the Good and Plenty Reviewers of 2006 (in alphabetical order):

- Gayle Baugh (University of West Florida)
- Marta B. Calas (University of Massachusetts, Amherst)
- Roseanne Hawarden (Massey University)
- Chetan Joshi (University of Western Ontario)
- David A. Kravitz (George Mason University)
- Ron Ophir (York University)
- Ashleigh Shelby Rosette (Duke University)
- Taryn Lyn Stanko (University of California, Irvine)
- Sherry Sullivan (Bowling Green State University)

Participative Paper Session Format

GDO implemented a more interactive format for paper sessions in Atlanta. Each presenter was asked to spend no more than 10 minutes presenting his or her paper. This allowed audience members to become more involved in the sessions. Audience members were asked to introduce themselves to someone they did not know and to briefly discuss each paper with their new acquaintance. After the pairs finished pondering the papers presenters responded to questions and general discussion took place. Overall, members preferred the more interactive format to the traditional format. They indicated that they enjoyed meeting new people in the sessions and the opportunity to actively engage with other audience members and presenters. There was some negative feedback regarding eighty minute sessions because it was challenging to accomplish interactive discussion on four presentations in that amount of time. One possibility for future meetings is to schedule three rather than four papers during eighty minute sessions.

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Welcome to Our Incoming Newsletter Editors!

As my term as Newsletter Editor comes to an end, I want to take a moment to thank all of you for your submissions and support. I’m excited to introduce the incoming editors, Raymond Trau and Beth Livingston. Raymond and Beth will do a fantastic job serving GDO as editors beginning in 2007. They hope to bring both a practical and innovative approach to the newsletter over the next couple of years, including practical advice and guidance for Ph.D. students and junior faculty, advice about publishing the areas of gender and diversity, as well as exciting opportunities for academics and practitioners in our field. Welcome Ray and Beth!

Sincerely, Susan Stewart

Raymond Trau
Senior Editor



Raymond Trau (raymond.trau@buseco.monash.edu.au) is currently a fourth-year PhD student at Monash University in Melbourne, Australia. Raymond has been serving as associate editor of the GDO Newsletter in the last 12 months. He and Ron Ophir (our former web manager) have been working in the last few years on GLBT brochure which provides all GLBT-related research and social events during the AOM meeting.

Beth Livingston
Associate Editor



Beth Livingston (bethlivi@ufl.edu) is currently a third-year PhD student at the University of Florida. She has experience with newsletter and newspaper editing from both secondary school and the collegiate level, and she looks forward to putting those skills to work once more. At the University of Kentucky, she was layout editor of Tidings, the bi-monthly University Honors Newsletter from 2001-2003 and also worked with Omicron Delta Kappa in the layout and editing of their newsletter. In addition, she worked for two years in high school as the editor of both the yearbook and the school newspaper.

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Academy of Management Mentoring Committee
Mentoring Best Practices Award Nominations

The Mentoring Committee is currently inviting applicants for the **Mentoring Best Practices Award**. This annual award is given in odd years 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, 2007**. Self-nominated proposals are encouraged. Nominations should include a four-page (maximum) description of the initiative along with any supporting exhibits. The nominations will be judged by a committee composed of members of the Academy of Management Mentoring Committee. The recipient of the award will be notified by May 30, 2007.

Please send nominations to:

C Douglas Johnson
Georgia Southern University
Department of Mgmt, Mktg, & Logistics
P. O. Box 8154
Statesboro, GA 30460
email: cdjohnson@georgiasouthern.edu
phone: (912) 486-7287

Member Book Publications

The Opt-Out Revolt: Why People Are Leaving Companies to Create Kaleidoscope Careers

Why are women opting out of the workforce in record numbers? Despite recent media hype, there are numerous reasons beyond just wanting to spend time with family that cause women to opt-out. Most surveys show that gender discrimination is the number one reason why women turnover, with family issues running neck and neck with lack of advancement for the number two slot. Other reasons women opt-out include: corporate downsizings, lack of challenge at work (sheer boredom), eldercare responsibilities, searching for meaning in one's life, a medical crisis, the desire to start one's own business, need for a job change, the need for a sabbatical, the need to make a major change in one's personal life, or the need to pursue educational opportunities.

We found many women intend to stop work while their children are young, and then return "someday." Some of these women do return to the workforce, but often find that they must take a much lower job position. Others return only to find years later than their time out of the workforce cost them promotions or resulted in heavy penalties in terms of their retirement income and benefits. For still others, that "someday" never comes. Why? Because corporations do not have mechanisms in place that make it easy for women to re-enter the workforce or work more flexible schedules.

But opting out isn't just an issue for the individual worker. The opting out of qualified workers—both women and men—is a serious problem for many organizations. And this problem is growing: as the baby boomers retire, a shortage of qualified workers is predicted to

begin as early as 2012.

In their book, *The Opt-Out Revolt*, Lisa Mainiero and Sherry Sullivan provides specific suggestions on how corporations can examine their strategies, policies and procedures in order to change the fundamental ways in which work is done in order to prevent a loss of talent—and the high costs associated with such turnover and labor shortages.

Successful Professional Women of the Americas – From Polar Winds to Tropical Breezes

GDO members Ann Gregory, Terri Lituchy, Miguel R. Olivas-Lujan, and Neusa Santos, along with fellow Academy members BJ Punnett, Jo Ann Duffy, Suzy Fox, and Silvia Inés Monserrat, just published a book that summarizes the research they have been conducting over the past six years. Titled *Successful Professional Women of the Americas -From Polar Winds to Tropical Breezes*, the book includes country chapters from Canada to Argentina, as well as Barbados, Chile, Brazil, Jamaica, Mexico, St. Vincent and the Grenadines, and, of course, the United States. The chapters relate the fascinating stories of successful women across the Americas: women who are managers, business owners, university professors and administrators, doctors, lawyers and government ministers.

Based on extensive research, including more than 1,100 surveys and 300 interviews of women, the volume aims to explain what these women have in common and how they differ. The workplace challenges and barriers to professional success faced by women are also analyzed. Seeking to capture the voices of the women themselves, the authors – also from a wide range of backgrounds and cultures across the Americas – attempt to explain success in the face of personal, social, organizational, cultural and economic obstacles facing women everywhere.

Successful Professional Women of the Americas will provide fascinating reading for academics, students and researchers focusing on gender studies or business and management. Professional women and managers worldwide will also find the book to be of great appeal. Interested persons may order the book directly from Edward Elgar Publishing (<http://tinyurl.com/p25uv>).

Sex, Strategy and the Stratosphere: The Gendering of Airline Cultures.

This book, authored by Albert J. Mills, bridges a crucial gap in the literature on gender and organizational culture by providing an historical account of how discriminatory practices develop, are maintained but also change over time. Drawing on in-depth interviews and extensive archival material, the author presents an historical account of the way specific discriminatory practices developed and changed over the life of three airline companies--British Airways, Air Canada, and Pan American Airways. The book covers the period 1919 to 1991 and is organized around key periods in the hiring and treatment of female employees but the focus is on gender in the broadest sense of the word (looking at the social construction of male and female sexuality; heterosexuality and homosexuality). Gender is explored through analysis of organizational symbolism, workplace practices and organizational structuring. As a history of discriminatory practices the book is unique in the field of business and corporate history.

***Breaking the Mold:
Redesigning Work for Productive and Satisfying Lives***

In *Breaking the Mold*, Lotte Bailyn argues that society's separation of work and family is no longer a tenable model for employees or the organizations that employ them. Unless American business is willing to radically rethink some of its basic assumptions about work, career paths, and time, both employee and employer will suffer in today's intensely competitive business environment. Lotte's message was bold when this book was originally published in 1993. Now thoroughly updated to reflect the latest developments in the organization of work, the demography of the workforce, and attitudes toward the integration of work and personal life, this second edition is even more compelling.

Lotte finds that implementation of policies designed to allow "flexibility" is rarely smooth and often results in gender inequity. Using real-life cases to illustrate the problems employees encounter in coordinating work and private life, she details how corporations generally handle these problems and suggests models for innovation. Throughout, she shows how the structure and culture of corporate life could be changed to integrate employees' other obligations and interests, and in the process help organizations become more effective.

Drawing on international comparisons as well as many years of working with organizations of various kinds, Lotte emphasizes the need to redesign work itself. *Breaking the Mold* allows us to rethink the connections between organizational processes and personal concerns. Implementation of Lotte's suggestions could help employees to become more effective in all realms of their complicated lives and allow employing organizations to engage their full productive potential.

***Organization Development:
A Jossey-Bass Reader***

Joan V. Gallos published a text book titled *Organization Development: A Jossey-Bass Reader* (San Francisco: Jossey-Bass, 2006). This book also comes with on-line instructional support materials!



Member Journal Publications

Bing, M. N., Stewart, S. M., Davison, H. K., Green, P. D., & James, L. R. (in press). An integrative typology of personality assessment for aggression: Implications for predicting counterproductive workplace behavior. *Journal of Applied Psychology*.

Gallos J.V. "Seedfolks': A Celebration of Diversity and the Human Spirit." *Academy of Management Learning and Education*, 5:1, 2006.

Mills, A. J., & Helms Mills, J. (2006). Masculinity and the making of Trans-Canada Air Lines, 1937-1940: A feminist poststructuralist account. *Canadian Journal of Administrative Sciences*, 23(1):34-44.

Probst, T. M., Stewart, S. M., Gruys, M. L., & Tierney, B. W. (in press). Productivity, counterproductivity, and creativity: The ups and downs of job insecurity. *Journal of Occupational and Organizational Psychology*.

Stewart, S. M., & McCaul, H. S. (2007, 2003, 1997). Employee health and safety. In H. J. Bernardin (Ed.), *Human resource management: An experiential approach*. New York: Irwin/McGraw-Hill.

Stewart, S. M., Bing, M. N., Gruys, M. L., & Helford, M. C. (2006). Men, women, and perceptions of work environments, organizational commitment, and turnover intentions. *Journal of Business and Public Affairs*, 1-24.

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Member Awards

If you have not had a chance to look at the October issue of *Academy of Management Review* (AMR), take a look. The editor praises the work of our very own Laura Morgan Roberts (lroberts@hbs.edu). Her solo-authored paper, "Changing Faces: Professional Image Construction in Diverse Organizational Settings" is recognized as the first runner up for the 2005 AMR **BEST** Article Award. The selection committee describes Laura's paper as "Excellent and insightful...promising foundation for future research." This is an awesome accomplishment, Laura!! We are so proud of you!

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Member News

Joan V. Gallos has been named Professor of Leadership at the Henry W. Bloch School of Business and Public Administration at the University of Missouri-Kansas City, where she has also served as Professor and Dean of Education, Coordinator of University Accreditation, Special Assistant to the Chancellor for Strategic Planning, and Director of the Higher Education Graduate Programs. Congratulations Joan!! She also currently serves as President of the Organizational Behavior Teaching Society.

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Call for Journal Articles

Journal about Women in Higher Education

NASPA Student Affairs Administrators in Higher Education, through the NASPA Center for Women, is sponsoring a new journal titled the Journal about Women in Higher Education. The focus of the journal, which will be published annually during its first two years, is women in higher education: students, student affairs staff, other staff and administrative groups, and

faculty. The intended audience is anyone who cares about highlighting and improving the experiences of women in higher education.

The Journal editorial board seeks manuscripts that focus on all aspects of women in higher education. The intended audience is practitioners as well as researchers. Therefore, sections that focus on pedagogy and administrative practice as well as on empirical research will be included. All manuscripts should follow APA style. Depending upon the type of article, the manuscript should run between 10-25 pages in length, including references. Additionally, we seek reviews of recent relevant books (contact the editors regarding possible books to review). Book reviews should be no more than 3 pages in length and also follow APA style.

To submit a manuscript, send one paper copy to each of the editors identified below, as well as an electronic copy. All manuscripts must be submitted no later than **March 1, 2007**. Authors requested to make revisions prior to manuscript acceptance must do so by June 1, 2007. Queries regarding the journal should be sent to the following:

Barbara Townsend
Professor of Higher Education
Educational Leadership and Policy Studies
University of Missouri-Columbia
202 Hill Hall
Columbia, MO 65211
townsendb@Missouri.edu
573-882-1040 (p)
573-884-5714 (f)

Susan B. Twombly
Professor and Chair
Educational Leadership and Policy Studies
University of Kansas
418 JRP
1122 West Campus Rd.
Lawrence, KS 66045
stwombly@ku.edu
785-864-9721 (p)
785-864-4697 (f)

Journal of Behavioral and Applied Management

Management educators, trainers and practitioners are invited to contribute articles or cases for possible publication in the *Journal of Behavioral and Applied Management (ISSN 1930 0158)*, a national refereed, online publication.

Manuscripts should be of interest to researchers, management instructors, and practitioners. A more complete call including the submission procedure, review procedure, review information, and some suggested topics may be found at <http://www.ibam.com/pubs/jbam/callforpapers.asp>.

The *Journal of Behavioral and Applied Management* is listed with:

ProQuest's ABI/Inform;

Directory of Open Access Journals (DOAJ—<http://www.doaj.org/>);

dmoz Open Directory Project (<http://dmoz.org/>);

Informatics J-Gate (<http://www.j-gate.informindia.co.in/>); and

Cabell's Directory of Publishing Opportunities (<http://www.cabells.com>)

A style guide is at <http://www.ibam.com/pubs/jbam/styleguide.asp>. Manuscripts may not be previously published or be under consideration for publication by another journal. Previous issues can be examined at <http://www.ibam.com/pubs/jbam/toc.asp>.

Dr. David D. Van Fleet, Editor

Journal of Behavioral and Applied Management

ddvf@asu.edu

Career Development International

To contribute to the growing consideration of career phenomena in different cultures, *Career Development International* will publish a Special Issue, "Careers in China", in Vol.13, Issue 2, April, 2008. The Special Issue co-editors will be Irene Hau Siu Chow (Chinese University of Hong Kong) irene@baf.msmail.cuhk.edu.hk and Cherry Granrose, (Berry College) cgranrose@berry.edu.

The economic changes in China have created rapid changes in career opportunities and career practices. Increase in trade and international firms doing business in China add career complexity to a population rapidly shifting from agriculture to a multitude of other occupations. Submissions are invited that would introduce alternative career models and career practices from China that speak to careers in all areas of Chinese society. Priority will be given to those papers that will link new concepts of career to various individual, cultural, counseling, and management outcomes. Welcome topics about careers inside and outside of all types of Chinese firms include:

- Individual Chinese careers- psychological and developmental perspectives
- Career interventions
- Government policy and practices affecting Chinese careers
- MNC, JV and expatriate career issues in China
- Organizational strategies and systems including HR planning and recruitment
- Chinese entrepreneurial careers

Academic papers should be 5-7,000 words, based on original research and/or scholarship including quantitative studies as well as exploratory qualitative case studies. If you would like a paper to be considered for this special issue, please:

1. Submit an expression of interest to the guest editors by **January 31, 2007**. This may be a short note in which you tell us the general topic and type of paper that you are intending to submit.

2. Submit the full paper by email attachment of a word document to Irene Hau Siu Chow, irene@baf.msmail.cuhk.edu.hk before **July 31, 2007**

The submitted papers will be blind reviewed based on merit, the added value they bring to theory and practice, and the relevance, quality and originality of the scholarship. Submissions should be original contributions and should not be under consideration for any other publication.

Contributors should see the following website for author guidelines:

<http://www.emeraldinsight.com/info/journals/cdi/notes.jsp>. Please contact one of the special issue co-editors if you have further questions.

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Call for Published Works

DiversityInc Magazine

DiversityInc Magazine is starting an effort to collect works by academics who do work in diversity. Please send copies of, and links to, your papers to the email address below. Also, please send a list of the academic journals that publish diversity research. DI will showcase your work on a new website they are developing. Please send the information to info@diversityinc.org

Below are links to DI and its newsletter.

<http://www.diversityinc.com/public/main.cfm>
newsletter@diversityinc.com

Best,
Dr. dt ogilvie
Associate Professor of Business Strategy
Rutgers Business School - Newark & New Brunswick
Management & Global Business Department
180 University Avenue
Newark, NJ 07102-1897

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Call for Abstracts

Gender, Work and Organization

5th International Interdisciplinary Conference

June 27–29, 2007 Keele, Staffordshire, UK

Gender as a Social Practice Stream Convenors:

Attila Bruni, University of Trento, Italy Elisabeth Kelan, London Business School, UK Julia Nentwich, University of St. Gallen, Switzerland Barbara Poggio, University of Trento, Italy

For researchers on gender and organizations, seeing gender as a social process may seem as yesterday's news. However, the essentialist conception of "men" and "women" as biological or characteristics within the person have only recently (and not always) been superseded by

constructionist ideas. The constant redefining and negotiating of gender and its meanings in everyday practices has become one of the major foci of research on gender in organizations. Although “gender as a social practice” has been researched widely and *Gender, Work and Organization* has already published a special issue on “theorizing gender as practice” (Vol. 13, issue 6, 2006), and also the term “doing gender” is cited abundantly in publications, there are still many open questions when both theorizing the “doing” of gender and studying it empirically.

There are broadly two different bodies of theory treating gender as a social process. First, the sociological tradition developed by ethnomethodological and interactionist approaches. Here doing gender is conceptualized as a routine accomplishment in social (and organizational) interactions. Empirical work focuses on everyday practices, showing how gender is created and re-created in situated activities. The second theory derives from feminist debate and, in particular, Judith Butler’s work.

Drawing mainly on poststructural theories, she develops a critical genealogy of gender categories in which she explores why gender is perceived as something stable even though it has to be enacted in specific and different situations. A central concept here is that of “performativity”: Butler sees performing as a “doing” in the sense that it constitutes a “being” that constructs a specific subject position. Empirically, studies try to deconstruct the gender practices underlying social interactions, focusing on the discourses drawn upon when constructing a gendered identity.

Both approaches conceptualize gender as an ongoing activity or a ‘doing’ within everyday life. Organizational researchers have been at the forefront of adopting such ‘doing gender’ concepts and developing them further for research on gender at work. However, the “theory of practice” Connell demanded (1987:61) to get a “grip on the interweaving of personal life and social structure” has not yet been elaborated. Moreover, it would be important to reflect on the empirical and methodological implications of the ‘practice turn’ in gender research. If gender is conceptualized as something fluid and flexible, research practices have to be able to grasp the processuality and complexity of the different organizational dynamics and subjectivities.

In order to continue the debate on gender as a social practice, in this stream we would like to discuss three interwoven themes. First, on which new approaches can researchers draw to study gender as a social process? Second, how has gender as a social practice been researched empirically? And third, what new methods and suggestions could be applied to studying it? In order to explore some of these issues we welcome theoretical and empirical contributions seeking to look at gender as a social practice.

The stream is intended to provide a forum for debating gender as a social practice in research on organizations and to put forward the idea that doing gender (and doing it differently) is also a matter of organizational practices. Papers may address, but are not restricted to, the following questions:

- Is ‘doing gender’ just a trendy term or does it help to theorize gender in alternative ways?

- How similar or different are the theoretical traditions and concepts drawn upon in organizational research?
- What could be empirical examples for gender as a social process?
- What aspects and processes are investigated when gender as a social process is studied?
- What are the methodological implications of studying gender a social practice for organizational theory and research?
- What methods and techniques can be used to research gender as a social practice?
- How do gender practices influence research processes?
- Is it possible to ‘un-do gender’ in organization? How? Would that be a solution?

Abstracts should be one page, single space and of approximately 500 words (excluding any references) giving title of paper, keywords, contact details including your name, institutional affiliation, mailing address, telephone number and e-mail address. Submission date for abstracts is **November 20, 2006**. All abstracts will be peer reviewed. Please note that due to restrictions of space, multiple submissions by the same author will not be timetabled. New and young scholars with ‘work in progress’ papers are welcomed. Email your abstract to Julia Nentwich julia.nentwich@unisg.ch State the title of the stream to which you are submitting your abstract.

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Call for Chapter Proposals

Being and Becoming a Management Education Scholar

Vol. 7 in the Research in Management Education and Development series

Eds. Charles Wankel and Robert DeFillippi

IAP Publishers, 2008

This volume will examine the opportunities, constraints and requirements for achieving academic success in management education and development scholarship. How do the teaching and educational leadership roles in our profession simultaneously provide opportunities for scholarship and academic publications? How are institutional forces (accrediting agencies, university tenure and promotion policies, professional societies, research funding sources) impacting the incentives to engage in management education scholarship? How do academics enact a successful scholarly career based upon significant scholarship in management education and development? What seem to be critical requirements for quality management education scholarship?

We invite manuscript proposals that explicitly examine any of the above (or other) issues related to being or becoming a management education scholar from a biographical, institutional, or disciplinary perspective. We also welcome empirical research that documents the prevalence, impact and status of scholarship in management education and development.

TENTATIVE SCHEDULE FOR PUBLICATION:

Book chapter proposals received: December 15, 2006

Notification of accepted chapter proposals: January 15, 2007

Receipt of full book chapters: September 1, 2007

Review book chapters and give feedback: Oct. 30, 2007

Receipt by editors of final draft of book chapters: January 15, 2008
Final book received by publisher: February 15, 2008
Anticipated volume 5 publication: Summer 2008

Submit your chapter proposal by Microsoft Word email attachment. We would most appreciate a three to five page proposal outlining your chapter, identifying your perspective(s) on graduate management education theory and practice. Include as a separate file a brief biography covering your current institutional affiliation and position and a listing of your relevant publications and educational background.

Send proposals and inquiries to both:
Charles Wankel, wankelc@stjohns.edu
Robert DeFillippi, rdefilli@suffolk.edu

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**The Next Newsletter...
Will be Provided By Our Incoming Editors!**

Please look for an email from our incoming GDO Newsletter Editors, Raymond Trau and Beth Livingston, regarding the publication of the next newsletter. In the meantime, feel free to work on some contributions, updates, and news items.

Thank you again! I've really enjoyed serving in this role and look forward to seeing you all again!

Signing Off,

Susan M. Stewart
GDO Newsletter Editor (2004-2006)

