
Gender and Diversity in Organizations Newsletter

A Division of the Academy of Management

Spring 2006 Issue

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Report from the Division Chair

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Dear GDO colleagues:

In the world of the Academy of Management, August is a most exciting time of the year. We are a volunteer organization with very infrequent opportunities for coming together in community. This year, Atlanta will be the venue for our gathering and as you peruse the pages of this newsletter, I hope you are as excited as I was in anticipation of the presentations and events ahead. And while there are many details below, I draw your attention to a few key events and dates to keep in mind:

GDO Theme Session on Diversity Leadership Academy: Putting Knowledge into Action for the Public Concern—Monday, August 14, 2:30 PM - 3:50 PM Hyatt Regency International Ballroom South – International Tower

GDO Town Hall Meeting—Monday, Aug 14 at 4:10PM - 6:15PM
Hyatt Regency International Ballroom South – International Tower

GDO Business Meeting and Awards Presentation—Monday, Aug 14 at 6:20PM - 7:20PM
Hyatt Regency International Ballroom South – International Tower

GDO Social Hour—Monday, Aug 14 at 7:30 PM to 9:30PM
Marriott Marquis, Marquis Salon I

Coalition for Faculty Diversity Research Publishing Workshop—Application Deadline: June 30, 2006

GDO Doctoral Student Consortium—Application Deadline: July 1, 2006

Without further adieu, read on!
See you in Atlanta!

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I've Got Georgia On My Mind!

2006 Annual Meeting of the Academy of Management
Knowledge, Action and the Public Concern
Atlanta, Georgia - August 11-16, 2006
See you there!
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Program Chair Report

Lynn Bowes-Sperry

Western New England College

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Hailed as “the city too busy to hate” in the turbulent ‘60s and dubbed “the city not too busy to care” in the 21st century, Atlanta provides a rich backdrop for this year’s GDO program. We are proud to present all the workshops, papers, and symposia on the program and encourage members and non-members alike to sample as many offerings as possible.

New Format for GDO Paper Sessions

Presenters and attendees want to discuss the papers as well as meet each other but too often paper sessions have deteriorated into a series of impersonal, one-way talks. In an attempt to change what has become the norm in paper sessions, the ONE division implemented a new session format last year in Hawaii. Survey results from the ONE division indicated that the vast majority of attendees found the new structure stimulating and very much wanted the innovation continued. The session chairs reported that attendees asked good questions, gave presenters useful feedback, held interesting discussions among themselves and felt involved.

GDO is adopting this format for all paper sessions in Atlanta. Depending on the feedback we receive this year regarding the new session format, we will either continue or revise the new format.

The basic structure of the new GDO paper sessions will be as follows: The chair introduces the session and asks people to find someone they do not know and introduce themselves. The first paper is presented within 10 minutes. In their pairs, attendees discuss one thing they have learned from the paper and one question they have. For six minutes, the attendees share their ideas with the presenter who responds to questions and comments. The above steps are repeated for each of the remaining 3 papers. For the last five minutes, the discussant concludes with a general discussion of how the papers relate to each other and to central issues in management.

The key to making this new format work is strict adherence to time limits. As communicated previously to presenters, they will not be allowed to exceed the 10 minutes they have been allocated for their presentations.

Details of Atlanta Program

This year the division received 125 paper and 26 symposia submissions. The acceptance rate was 74% for papers and 69% for symposia (excluding showcase and all academy symposia). We will have 17 paper sessions, 18 interactive papers, 7 visual paper presentations, 3 single sponsored symposia, 7 symposia co-sponsored with one division, and 8 symposia co-sponsored with two divisions.

I was pleased that 350 individuals (representing 30 countries) signed up to review for the division. I was even more pleased that 233 reviewers (67%) signed on to be emergency reviewers. The average number of assignments per reviewer was 2.28 and the average number of reviews per submission was 3.63.

We wish to bring your attention to several special events, which integrate the theme of the conference with the past and present of our host city, Atlanta.

GDO Theme Session

“Diversity Leadership Academy: Putting Diversity Knowledge into Action for the Public Concern” is a panel symposium featuring noted diversity scholar and consultant R. Roosevelt Thomas. This session will focus on the future direction of diversity training/leadership development and research, the use of ‘learning circles’ by executives to address diversity challenges and opportunities, and perspectives of DLA alumni and agency benefactors. In addition to being our theme session, this symposium is also co-sponsored by the MED and PNP divisions. Please join us for the GDO Theme Session on:

*Monday, Aug 14 at 2:30PM - 3:50PM
Hyatt Regency International Ballroom South – International Tower*

GDO Town Hall Meeting

Immediately following our theme session in the same room is the GDO Town Hall Meeting: “Reporting Progress and Planning Next Steps for the AoM Coalition on Faculty Diversity.” The Coalition, which includes many divisions and interest groups of the Academy, individual Academy members and advisors representing Academy leadership, strives to increase faculty diversity in business schools and their affiliates within and outside the U.S. The Coalition uses task action projects to tackle issues (from recruitment to the glass ceiling) faced by AoM members of under-represented groups. We welcome those interested in learning more about the efforts and successes of the Coalition as well as those interested in becoming members of the Coalition. Please join us for the GDO Town Hall Meeting on:

*Monday, Aug 14 at 4:10PM - 6:15PM
Hyatt Regency International Ballroom South – International Tower*

GDO Business Meeting and Awards Presentation

If you attended the Town Hall Meeting, stay to listen to what’s going on in the division and to cheer on members who are receiving awards. If you didn’t attend the Town Hall Meeting, then move it on over to join us on:

*Monday, Aug 14 at 6:20PM - 7:20PM
Hyatt Regency International Ballroom South – International Tower*

And finally, don't forget about the

GDO Social Hour

Monday, Aug 14 at 7:30 PM to 9:30PM

Marriott Marquis (Marquis Salon I)

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Professional Development Workshops Report
Jeanette N. Cleveland, PDW Chair

The GDO division is sponsoring or cosponsoring 23 preconference workshops (PDW) and the GDO doctoral consortium this year in Atlanta. Please join a stellar set of presenters who collectively address our individual and global responsibilities to teaching, research, service and social impact. By coordinating with nearly all of AOM divisions, GDO is pleased to present a spectacular array of preconference activities that directly reflect the 2006 conference theme, "Knowledge, Action and Public Concern".

Friday, August 11, 2006

1:00-3:00PM - Hyatt Regency-Kennesaw -Integral Diversity Leadership: Mindful knowing, being and doing through relational leadership (Ilene Wasserman, Placida Velasquez Gallegos presenters) **Preregistration is required**, contact Ilene Wasserman at lwasserman@icwconsulting.com

Interactive session on integral leadership, organizational change culture and interventions.

3:00-5:00PM - Hyatt Regency, Techwood- Managing Global Diversity (Beverly D. Metcalf, Yehuda Baruch, Yochanan Altman, Regina Bento, and Sandra Fielden)

Assist scholars in advancing their understanding and knowledge of the dynamics and complexity in managing global diversity. Open discussion and experiential workshop.

4:00-5:30PM - Hyatt Regency, Lenox- Diversity in action (Aleta Crawford, Lena Rodriguez, Gwendolyn Whitfield, Kristena Gaylor) (with GDO, CAR, MED)

Experiences in academe are showcased to highlight how diversity in action truly pays off. The impact and influence of culturally diver profession is related to teaching at a majority white institution, in administration, gained from traveling internationally and adjust as a new faculty.

6:00-7:30PM - Hyatt Regency, Techwood – GDO Doctoral Consortium Reception (by invitation, graduate students and GDO Executive members)

Saturday, August 12, 2006

8:00AM-5:00PM - Hyatt Regency, Piedmont – GDO Doctoral Consortium (contact Jeanie Forray at jforray@wnec.edu to register)

**For registered students!! Join us Friday evening at 6 –7:30 to meet the GDO Executive Committee Officers and Members

The gender and diversity in organizations doctoral student consortium includes a number of professional development activities for those in the pre-Ph.D phase of their academic career. The consortium is designed to ensure that students from all areas and backgrounds have opportunities for enrichment through interesting and provocative presentations by GDO scholar/teachers and networking time with consortium presenter, peer colleagues and GDO officers. (Participants: COORDINATED BY: Jeanie M. Forray

8:00-12:00Noon - Hyatt Regency Lenox- Rethinking, reformulating, and redefining the past, present, and future of Racioethnic scholarship (Atira Cherise Charles, Stella Nkomo, Stacy Blake-Beard, Martin Davidson and Laura Morgan Roberts) (with GDO, OB, CMS, BPS)

Recent events such as Hurricane Katrina have prompted the emotionally charged discussion of the role of race in our society. Race has entered into the discussion of politics, policy, and more specifically general public concerns. Organizational scholars have the skill, ability, and insight needed to investigate some of these issues within an organizational context. In order to do this, organizational scholars must engage in an interactive dialogue about the past and current state of racioethnic scholarship, in order to determine the actions necessary to create knowledge that can contribute to the public concerns of our society. The proposed session will serve as a vehicle to establish the dialogue.

8:00-9:30AM- Atlanta Marriott Marquis, Cluster 1 Amsterdam, Convention Level- Katrina: Social Issues Raised by Natural Disasters (Kecia M. Thomas, Bernardo Ferdman, and Ceasar Douglas, facilitator)

Continuing with the conference theme reflecting action and public concern, sociologists tell us that poor people are less likely to use government services in times of distress. However, those that are moderately well-off are more likely to use government services. In part this is due to the distrust of government by the poor. What impact did the social stratification have on the evacuation plans? What about transportation and housing availability? (cosponsored with GDO, MSR, SIM, HCM and OM

8:30- 12:00noon Hyatt Regency Inman: Coalition for Faculty Diversity Research Publishing Workshop (GDO ONLY)

(Raymond Trau, Robin Ely, Belle Rose Ragins, Jean Bartunek, Judy Clair, Doug Creed, Marta Elvira, David Harrison, Charmine Hartel, Mikki Hebl, Roy Jacques, Alison Konrad, David Kravitz, Barbara Lawrence, Stella Nkomo, Anne Tsui & Elaine Yakura)

The session is designed to advance the careers of junior faculty- especially those in under represented groups – by helping them publish diversity research in top-tier academic journals. This assistance will come from leading senior scholars in the field who will review manuscripts submitted by junior faculty in an open discussion, roundtable setting. 10 manuscripts will be selected for in-depth reviews.

3:00-5:00PM- Hyatt Regency, Lenox -“Tenure and Promotion Stories in Academe: Sharing, Learning and Research Insights from Our Experience” (Ellen Auster, Carolyn Egri, Belle Rose Ragins, Tina Dacin, Karen Lyness)(with GDO,CAR)

Join a diverse panel and discussion of the gender and diversity issues associated with tenure and promotion dynamics. Issues regarding advancement will be discussed as well as potential research and practical strategies.

Sunday, August 13, 2006

8:00-12:00Noon- Hyatt Regency Lenox- Designing and Teaching Courses on “Diversity in Organizations” (David Kravitz, Derek R. Avery, Myrtle P. Bell, Bernardo M. Ferdman, Gary N. Powell, Belle Rose Ragins, Martin N. Stacy Blade-Beard) (with GDO, HR, MED,BPS)

The goal of this session is to help faculty do a better job of designing and teaching courses on gender and diversity in organizations. The targeted audience/participants will include both those who have never taught a course on this topic, as well as those with some limited experience. More experienced tech will have the opportunity to share their expertise with others who would like to teach or improve their courses on gender and diversity.

8:00PM-10:00PM- Reception: All in the Family: 5th Annual Reception for LGTBT Persons and Friends at the Academy.

Other GDO sponsored (jointly with other AOM divisions)

Friday, August, 11, 2006

1:00-4:00PM - Off site, The King Center: Contribution of Dr. Martin Luther King, Jr to Management Scholarship and Practice.

You are invited to join Dr. Jeanne Logsdon, Audrey Murrell, Laquita Blockson and Aтира Cherise Charles to tour the King Center where exhibits and audio-visual presentation provide information about Dr. King’s life and philosophy of nonviolence in the context of civil rights movement of the 1950s and 1960s. Several scholars who have been influenced by the philosophy and values of Dr. King will discuss their research related to the legacy of Dr. King follow by a discussion of the challenges in carrying forward Dr. King’s legacy. (Held at the King Center and the Martin Luther King, Jr. National Historic Site, 450 Auburn Ave.)(cosponsored WITH GDO, SIM)

Saturday, August 12, 2006

9:00-12:00 Noon- Hilton Atlanta Council/Cabinet- “Polar Winds to Tropical Breezes: Developing Training Modules for Women Managers and Entrepreneurs” (with ITC, IM, HR, CAR, GDO, ENT, PTC)

9:30-12:30- Atlanta Marriott Marquis, Chablis & Picard - Estimating Interaction/Moderating Effects Using Multiple Regression” (RMBPS, GDO, HR)

10:00-11:30- Hyatt Regency Atlanta Kennesaw- “What Happens When I don’t Get Tenure: Strategies for Moving Forward” (with CAR, GDO, Mentoring)

1:00-2:30- Hilton Atlanta, Douglas- “Transitioning Toward Retirement within Academia” (with HCM, CAR, GDO, PNP, BPS, MC)

1:00-2:30 - Hyatt Regency Hong Kong- SHRM Focus on Research : Promoting the SHRM Foundation and Highlighting SHRM Original Research

1:00-5:00 PM - Hyatt Regency, Cairo-Embassy Hall- “Career Patterns and Strategies Around the World: Research to Better Understand the Global Economy” (with CAR, GDO, HR, ITC)

2:30-5:30 PM - Atlanta Marriott Marquis – International 10- “Stake holders: The Keys to Effective Strategy and Performance Measurement: (with BPS, HR, MED, MOC, MSR, OB, ODC, OMT, ONE, PNP, GTC, SIM, CAR, CM, ENT, GDO, HCM)

4:00-7:00 PM- Atlanta Marriott Marquis, Chablis & Picard- “Multilevel Structural Equation Modeling: Techniques and Applications” (RM, BPS, GDO)

Sunday, August 13, 2006

8:00-9:50 AM- Hyatt Regency- Kennesaw- The Ethics of Mentoring and Mentoring Ethically: Exploring Dilemmas and Tactics to Deal Strategically with Duality” (MEN, CAR, GDO, MED)

8:00-10:00 AM- Hyatt Regency Hanover D- “Careers Scholarship Think Tank” (CAR, GDO)

10:00-12:00 Noon- Hyatt Piedmont- “Teaching About Managing Work-Family-Life Integration as a Leadership Competency” (HR, CAR, GDO, OB, BPS)

10:00-12:00 Noon - Hilton Atlanta Roosevelt- “Doing Critical Applied Research (with CMS, GDO, CAR, PTC, ODC)

The Two of Us: A Story of the Relationship Between a Mentor and Protege



Charmine Härtel and Raymond Trau prove how mutually enriching the advisor-student relationship can be. Charmine finds in Raymond affirmation of her belief in the goodness of people and the good that can grow out of giving, and Raymond describes how his mentor, Charmine, is more than an advisor and educator - she has shaped his life in many ways!

Raymond (left), a colleague at a conference, Charmine (right)

Charmine

When Raymond first walked into my office, I was struck by his passion and his courage to stand up for what he believed in even in the face of strong pressure to do otherwise. He had a dream, and importantly for me, it was a dream that involved making the world a better place for all to live in. I knew he would go on to do work that contributed to society and would do so with integrity, courage, and compassion. Taking him on as my student was not a favor but something I had to do because I believed in the dream too.

I have never regretted my decision to work with Raymond. Since we met, he has taken responsibility for his behaviors and for communicating his feelings, mistakes, ideas and needs to me; and has honored the faith I have put in him to conduct himself with integrity and never succumb to unscrupulous behavior to advance himself. I can always rely on this.

“The supervisory relationship is not just about research, it is about learning and growing together, it is about both quality of character and intellect. When the relationship is this way, it is not work, it is a labor of love that gives equally to both the supervisor and the student”

Raymond always keeps in mind my professional and personal well-being and that of the other students I supervise. He always gives due credit, both privately and publicly, and is never arrogant or self-centered in his successes. When demands on me are high, he is understanding and patient, and he does not begrudge when another student of mine needs extra attention (such as for an honours student at thesis submission time). I have seen him put on hold something he'd like for the good of others. And he shares and helps in whatever way he can. I can always rely that when we agree to do something, he works tirelessly, giving his all. We match each other in holding these values, and that gives us the security that comes from a relationship built on genuine caring, commitment and trust. This long-term view of our relationship underlies the achievements and joy we have shared.

Devoting yourself to helping your students realize their aspirations isn't always rewarded, and sometimes being generous as a supervisor makes you vulnerable to exploitation by those driven solely by self-interest. Students like Raymond though reward one's faith in the goodness of people and remind us of all the good that can grow out of giving.

For me, the essence of a good supervisory relationship is the same as any good relationship. It must be built on honesty, loyalty, sharing, full acceptance, and giving of one's self fully. The supervisory relationship is not just about research, it is about learning and growing together, it is about both quality of character and intellect. When the relationship is this way, it is not work, it is a labor of love that gives equally to both the supervisor and the student.

Raymond

I first met Charmine when I started my Honours (4th year undergraduate) and approached her about supervision on a minor thesis. At the time, I didn't even think she would take on the role since she already had two Honours students and several PhD students. After all, my proposed topic was rather controversial: the career experiences of gays and lesbians. Nobody wanted to supervise my thesis and the whole world seemed to criticize me for choosing such a scandalous topic except Charmine. She was so supportive and even immediately worked the whole weekend to assist me in preparing a research proposal by the deadline imposed on me. With Charmine's supervision, my thesis won amazing support from the gay and lesbian community in Australia. Not only that, the paper was accepted to the AOM conference and nominated for the Carolyn Dexter Award.

“My advice to other students is to consider the intellectual and ethical qualities of their advisor before selecting them and then to develop a good relationship with the selected advisor”

Charmine and I developed an incredible bond from the beginning. As a result, we work extremely well together (she often develops ideas while I develop strategies, or vice versa). People often comment that we have so much in common, but I think Charmine has a great influence on me, particularly on the ethical aspects of work. I admire her so much for her ethical values and concern for others, she simply never says 'no' to anybody who needs help. I guess that is the reason so many students from ethnic and non-traditional backgrounds approach her for supervision. She somehow has the ability to see unique talents in these students and is able to turn them into among the best students in their fields. One of her students, for example, was the first Aboriginal student to be awarded a PhD in Management in Australia, but initially struggled with his thesis topic and finding a supervisor. With Charmine's supervision, he successfully completed his thesis and is now director of an indigenous studies unit at a top university.

Charmine is very approachable, her students can call her any time of day or in any condition (She was still correcting my minor thesis during her recuperation in hospital, with much pain and her leg hanging up in the air!). She would devote endless hours for our development (including assisting us in writing additional research papers and book chapters).

Having travelled with her many times, I admire Charmine for her sense of adventure – she loves to travel to various places and meet new people. I guess such curiosity and respect for human

differences are what make her such a great researcher; she loves exploring alternative views and challenging traditional thinking. I also admire her for her calmness - there's always a smile or laughter in her face, even during highly pressured deadline periods.

My advice to other students is to consider the intellectual and ethical qualities of their advisor before selecting them and then to develop a good relationship with the selected advisor. I think this allows for honest and open discussion on relevant topics to the thesis and ensures a constructive experience.

Finally, I often wonder what my career would be like if I did not meet Charmine. I probably would not be in the PhD program now. Her presence indeed has influenced my own and all her students' personal and professional development. Thank you so much, Charmine, for bringing so many miracles to our lives, and, most of all, for showing us that success and kindness are not mutually exclusive!

Charmine Härtel is a Professor of Organisational Behaviour in the Department of Management, Monash University, Australia. She is the 2005 recipient of the Janet Chusmir Service Award.

Raymond Trau is a doctoral student in the Deakin Business School, Deakin University, Australia.

If you and your mentor/protege wish to share your experience in the next issue of GDO Newsletter, please contact Raymond Trau at raymond.trau@deakin.edu.au.

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Meet A Guru!

Belle Rose Ragins

Our featured "Guru" in this newsletter is Belle Rose Ragins, Professor of Organizations and Strategic Management at University of Wisconsin at Milwaukee.



My earliest memory of graduate school is....*absolute terror.*

At graduate school I was.... *a total nerd workaholic! This was back when dinosaurs ruled the earth and we – gasp – used typewriters! My saving grace was discovering white-out.*

My advisor at graduate school always told me.... *not to worry and to remember to sleep!*

At home I cook.... *vegetarian food; we don't eat anything with a face ☺*

I wish I had....*no wishes.*

My happiest memory was....*my wedding day. Corny but true! We were married on a beautiful June day in a flower filled meadow on the shores of Lake Michigan. We chose one of our most special and favorite places for the wedding: Door County – a beautiful and pristine peninsula in Northern Wisconsin. Loved ones flew in from all over the country to celebrate and share in this amazing day. And, the weather was perfect! Our dogs walked us down the aisle, and didn't even bite anyone. We danced all night! Our wedding songs were "Moon River" and "Begin the Beguine." The dogs danced too! We go back every June to celebrate – and dance (of course!).*

I often spend my weekends....*well – I do work on Saturdays – but always take Sundays off! Every Friday night is "date night" with Erik – we go to our favorite vegetarian restaurant to decompress, have a margarita, and celebrate the end of the week. And then there's the Saturday and Sunday early morning walks with our adopted dogs: Wally (a lab-terrier mix....ok, well, he's really part pit bull – but don't tell anyone - it's a hidden stigma) and Greta (an Afghan, collie (?) mix who has attention deficit disorder and loves to run!).*

I start everyday with....*sunrise runs along Lake Michigan with the dogs....rain, snow, sleet or hail we are out running with wind! Or at least running behind it.*

My favorite travel destination is....*camping in the Valley of the Gods and the Canyonlands of Utah. We find wide open spaces, ancient Pueblo rock art, and the type of quiet that soothes your soul.*

If I could spend a day in anyone's shoes, it would be....*Jimmy Choo's shoes. What size do you think he wears?*

I am very bad at....*being on time; I always run about 15 minutes late, trying to check just one more thing off my list of things to do!*

The best research paper I've ever read is....*so hard to say – there are so many amazing pieces out there. I think I was most "wowed" by Claude Steele's 1997 American Psychologist article on stereotype threat. It was beautifully written and just made so much sense.*

When I was a child I wanted to....*be a writer!*

The book that changed my life is....*"The Everything and the Nothing" by Meher Baba.*

If I have more time, I would....*volunteer at the local animal shelter (but try to avoid adopting all of the pets!)*

It's not fashionable, but I love....*disco dancing!*

Colleagues say I am....*a perfectionist – but that's not exactly right.*

Friends say I am....loyal (and that I am well-trained, have a cold, wet nose and come when I am called).

The last big belly laugh I had was....seeing Margaret Cho live!

I can't tolerate....cruelty – in all forms and to all things.

I am working on it but my worst habit at work is....getting stressed by deadlines!

My current research project is....working on two edited books! One is on positive relationships at work (with Jane Dutton) and the other is the Handbook of Mentoring (with Kathy Kram). Great, fun projects!

The research project that had the most impact on me was....the projects on sexual orientation discrimination in the workplace. I really felt like we were breaking new ground, uncovering critical pieces and making a difference. What more could any scholar want? (well, besides fitting into your college jeans)



Please consider submitting your answers to these phrases in the next issue of GDO Newsletter to Raymond Trau at raymond.trau@deakin.edu.au.

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2006 Sage Scholarship Award

The Gender and Diversity Division offers an annual award for outstanding scholarship. Sponsored by Sage Publications, this award recognizes a present or past member of the division who has made significant contributions that have advanced our knowledge of Gender and Diversity in Organizations. Scholarly contributions include the creation and dissemination of new knowledge in the form of empirical, theoretical, or applied developments. This award is

given for an accumulated body of work. Past winners of the award include: Uma Sekaran, Laurie Larwood, Kay Bartol, Barbara Gutek, Nancy Adler, Gary Powell, Dorothy Moore, Alison Konrad, Belle Rose Ragins, Laura Graves, Linda Stroh, Saroj Parasuraman, Karen Lyness, Jeffrey G. Greenhouse, and Robin Ely.

Member Updates

Robyn Berkley took a position at Southern Illinois University-Edwardsville starting in Fall 2006, She'll be an assistant professor there in Human Resources.

Douglas Johnson had a good first year at Georgia Southern University. In addition to his appointment as GDO Division Secretary, he was named the Wall Street Journal Fellow, received the Charles Gibbs Faculty Award within the College of Business Administration, and the Faculty/Staff Student Organization Advisor of the Year for outstanding service to Kappa Alpha Psi Fraternity, Incorporated.

Kecia Thomas, GDO board member, was promoted to Full Professor at the University of Georgia, as well as accepted the position of Director of the African American Studies Program. She also is editing a book, *Diversity Resistance: Manifestations and Solutions*, which will be published this year. Several GDO division members are contributors to the book.

Member Publications

Bell, M. (2006). *Diversity in Organizations*. Mason, OH: Thomson-Southwestern.

Benschop, Y. & Verloo, M. (2006) Sisyphus' sisters. Can gender mainstreaming escape the genderedness of organizations? *Journal of Gender Studies*, 15 (1), 19-33.

Ely, R. J., Meyerson, D.A., & Davidson, M.N. (forthcoming) "Rethinking Political Correctness" *Harvard Business Review*.

Davidson, M.N. & James, E. (In press) "The Engines of positive relationships across difference: learning and conflict" in J. E. Dutton and B. R. Ragins, (Eds.), *Exploring Positive Relationships at Work: Building a Theoretical and Research Foundation*, in press.

Kossek, E., Lautsch, B., Eaton, S. (2005). Telecommuting, control, and boundary management: Correlates of policy use and practice, job control, and work-family effectiveness. *Journal of Vocational Behavior*, 68, 347-367.

Kossek, E. E. (In Press). *Work and family in America: Growing tensions between employment policy and a changing workforce; A thirty year perspective*. Commissioned chapter by SHRM Foundation and University of California Center for Organizational Effectiveness for the 30th

anniversary of the State of Work in America. In *The New American Workplace*, (E. Lawler and J. O'Toole, Eds.), NY: Palgrave MacMillan.

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GDO Doctoral Student Consortium
2006 Academy of Management Conference, Atlanta, GA
Friday, August 11 & Saturday, August 12

Application Deadline: July 1, 2006

The Gender and Diversity in Organizations Doctoral Student Consortium at the Academy of Management meetings includes a number of activities for those in the pre-Ph.D. phase of their academic career. It is always a lot of fun, relaxed, and informative! Some of the topics we cover include:

SCHOLARSHIP: what it means to be a 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 has open enrollment to ensure that students in a variety of academic areas and with diverse 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.

The Consortium starts in the early evening on Friday, August 11th with a reception hosted by the GDO Division Officers and Executive Committee and ends in the late afternoon on Saturday, August 12th. The program on Saturday includes an informal lunch with journal editors from a number of scholarly publications. This year we will also have a joint panel session with the Critical Management Studies Interest Group (CMSIG). A final schedule of events will be sent directly to registered attendees.

Confirmed Participating Faculty and GDO/CMS Panelists include (in alphabetical order): Yvonne Benschop, Radboud University Nijmegen, NL Diane Bergeron, Columbia University Teachers College, US Lynn Bowes-Sperry, Western New England College, US Marta Calas, University of Massachusetts-Amherst, US Doug Creed, University of Rhode Island, US Bernardo Ferdman, Alliant University, US Roy Stager Jacques, Auckland University of Technology, NZ Ellen Kossek, Michigan State University, US Stephen Linstead, University of

York, UK Beverly Dawn Metcalfe, University of Hull, UK Linda Smircich, University of Massachusetts-Amherst, US Robyn Thomas, Cardiff Business School, UK

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) --Indicate whether or not the student is a member of GDO --Whether or not the student is participating on the main AOM program

Please apply as soon as possible, but no later than July 1. Send application materials via email to the 2006 Doctoral Consortium Coordinator:

Jeanie M. Forray, Ph.D.
Associate Professor of Management
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

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**Coalition for Faculty Diversity Research Publishing Workshop
2006 Academy of Management Conference, Atlanta, GA
Saturday, August 12, 8:30 AM - 12:00 PM**

We've heard back from quite a few of you about wanting to participate in the PDW publishing workshop that will be held at this summer's Academy meeting. With the end of the semester crunch - some of you just didn't have enough time to pull together a manuscript by the May deadline.

So we have great news - we're able to extend the deadline to **June 30th!**

This session is aimed at helping you get your diversity research published and we've enlisted an all-star cast of reviewers to help in that quest! Details about manuscript submissions, the review process and the workshop format are described below.

We hope you can join us in this productive learning experience!

All the Best,
Belle, Robin and Raymond

PDW Chairs: Robin Ely, Harvard U. (rely@hbs.edu); Belle Rose Ragins, U. of Wisconsin-Milwaukee (Ragins@uwm.edu).

PDW Organizer: Raymond Nam Cam Trau, Deakin U. (raymond.trau@deakin.edu.au)

Working Paper Reviewers: Jean M. Bartunek, Boston College; Douglas Creed, U. of Rhode Island; Marta M Elvira, Lexington College; David A Harrison, Pennsylvania State U.; Charmine E J Hartel, Monash U., Clayton; Michelle R Hebl, Rice U.; Roy Stager Jacques, Auckland University of Technology; Alison Konrad, U. of Western Ontario; David A. Kravitz, George Mason U.; Barbara S. Lawrence, U. of California, Los Angeles; Stella M. Nkomo, U. of South Africa; Anne S. Tsui, Arizona State U.; Elaine Yakura, Michigan State University

Objective of Workshop

The goal of this PDW session is to advance the careers of junior faculty -especially those in under-represented groups - by helping them publish diversity research in top-tier academic journals. This session will offer participants a chance to have their work reviewed by some of the leading scholars in our field.

Deadline for registration and submission of manuscripts is extended to June 30th 2006.

Please contact **Raymond Trau** at raymond.trau@deakin.edu.au for manuscript submission and registration information.

Manuscript Submission Process

Manuscripts will be selected based on the following criteria: 1) they are within the content domain of GDO, 2) they are not currently under journal review, and 3) they are in near-final form for submission to a refereed journal. Although authors may submit more than one manuscript, only one per author will be selected for review. Authors will also provide a focus for the review process by describing a particular dilemma, question, or concern s/he would like the reviewers to discuss, as well as the name of the targeted journal.

This session is aimed primarily at junior faculty, but doctoral students are encouraged to attend this session in order to learn about the review process. All participants must pre-register for this session. Individuals may register and attend this session without having a manuscript under review in order to gain insights into the review process. Due to the intense nature of the review process, a limited number of manuscripts will be selected for review.

Junior faculty who wish to participate in this session must submit their manuscripts to Raymond Trau (raymond.trau@deakin.edu.au) by June 30th, 2006 in order to provide adequate time for selecting manuscripts and the review process.

Session Description

Authors, discussants/reviewers and scribes (who write notes and report back to the large group on key learnings) will be assigned to different review tables based on either the topic or the targeted journal. All participants will be asked to read the manuscript(s) that will be discussed at their table before coming to the session in order to provide helpful feedback to the authors.

This session will offer an important opportunity to discuss major principles and practices of publishing diversity research. Authors and other participants will gain key insights into the publication process and will be able to network with diversity scholars, review board members and journal editors.



**PDW on Designing and Teaching Diversity in Organizations
2006 Academy of Management Conference, Atlanta, GA
Sunday, August 13, 8:00 AM - 12:00 PM**

If you expect to teach a class on diversity in organizations, or if you already teach such a class and would like to learn how to do a better job, have I got a deal for you! The 2006 AOM meeting will include a PDW on designing and teaching courses on "Diversity in Organizations."

The PDW will be held from 8 am to noon on Sunday, August 13, in the Lenox room of the Hyatt Regency.

The goal of the PDW is to help faculty do a better job of designing and teaching courses on gender and diversity in organizations. The targeted audience/participants includes both those who have never taught a course on this topic, as well as those with some limited experience.

We will begin by considering the decisions that must be made before a diversity course can be taught. These include decisions about the goals, content, activities, assignments, and readings, all of which will be affected by such factors as course level, elective status, diversity climate in the university, diversity of student body, etc.

Because many diversity classes utilize experiential activities, and because many teachers have limited experience with such activities, they will be given special attention. Experienced instructors will provide information about the use of experiential activities and will illustrate this approach by leading participants in such an activity.

The final part of the PDW will include a variety of activities and will convey knowledge that the presenters believe is important but that was not previously provided. The content will depend in part interests expressed by the participants – both at pre-registration and during the first part of the PDW. At a minimum, we expect to include teaching dilemmas, teaching tips, and resources

The presenters, all of whom have extensive experience in teaching courses on diversity, include Derek Avery, Myrtle Bell, Stacy Blake-Beard, Martin Davidson, Bernardo Ferdman, Gary Powell, and Belle Rose Ragins.

We have room for up to 30 participants and participation will be on a first-come basis. If you are interested, please contact me (David Kravitz, at dkravitz@gmu.edu) and let me know of your interest. If you provide additional information about your needs or interests (e.g., course level, special questions or problems), we can consider this when finalizing the activities.

I hope you will join us.

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**PDW on Diversity, Fairness, and Teams
2006 Academy of Management Conference, Atlanta, GA
Sunday, August 13, 9:00 AM - 12:00 PM**

Members of the panel will make brief presentations on the following themes: Theoretical Bases For Diversity and Fairness Effects; Diversity, Team Decision Processes and Fairness; Relational Differences, (Un)Fair Procedures, and (Un)Favorable Outcomes; Team Member Reactions To Injustice. Following the presentations breakout groups will discuss these/other themes. The focus of the discussion groups are to develop a set of testable models/hypotheses to guide future research. After subgroup meetings, each of the teams will report their findings to the larger PDW group. Hyatt Regency Atlanta, Regency V.

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**GDO Theme Session on Diversity Leadership Academy:
Putting Knowledge into Action for the Public Concern
2006 Academy of Management Conference, Atlanta, GA
Monday, August 14, 2:30 PM - 3:50 PM**

The Diversity Leadership Academy (DLA) is a prime example of how knowledge can be

transformed into action such that the public benefits. This panel symposium will feature noted diversity scholar and consultant R. Roosevelt Thomas, who will share insights on the academics behind the DLA, as well as pose thought provoking propositions about future direction of diversity training/leadership development and research. Other panelists will share insights as to how executives come together to enhance their knowledge of diversity to better their organizations and work in 'learning circles' to address diversity challenges and opportunities. The session will also include a video, sharing perspectives of DLA alumni and agency benefactors. The session will conclude with an interactive exercise and facilitated discussion. Everyone is encouraged to attend and participate in this session. Hyatt Regency International Ballroom South - co-sponsors MED and PNP

GLBT and Friends at Academy 2006 Academy of Management Conference, Atlanta, GA

Allies, friends, gay, lesbian, bisexual and transgendered persons are all invited for a fun and relaxing time at the 5th Annual Reception for Friends, Allies, and L/G/B/T Members of the Academy. The reception is once again sponsored by the David Eccles School of Business, University of Utah.

Sunday, August 13, 2006
8:00PM - 10:00PM
Hyatt Regency Atlanta, Room: Hanover C

A list of sessions/papers that cover different facets of lesbian, gay, bisexual and transgendered issues in the workplace will be posted by July 15th on: <http://division.aonline.org/gdo/glb/>. For additional information, comments or questions, email glbt@mailaom.pace.edu

Information about how to join the AcademyFamily Listserv is available at <http://division.aonline.org/gdo/glb/>.

Call For Papers

SPECIAL ISSUE OF EQUAL OPPORTUNITIES INTERNATIONAL (EOI) Gender, Management and Governance in the Public Sector

Guest Editors:

Jim Barry, Organisation Studies Research Group, University of East London, UK - j.j.barry@uel.ac.uk

Elisabeth Berg Luleå Tekniska Universitet, Sweden - elisabeth.berg@arb.luth.se

John Chandler University of East London, UK j.p.chandler@uel.ac.uk

The recent growth of a new managerialism in the public sector and the development of governance, following economic restructuring and political realignment in the wake of a

pervasive neo-liberalism, is by now well documented. This Special Issue of the Journal will consider developments in research related to gender, management and governance in the public sector, and explore connectivities, contradictions and conundrums. Managerialism in the public sector, or the new public management as it has been dubbed, has played a pivotal role in recent changes in many public sectors around the world, albeit to varying degrees, with recent research from a number of countries having identified shortcomings. Topics receiving critical attention have included performance management and managerial evangelism, with some acknowledgement of the importance of local and regional as well as national factors at work, though relatively little of this has been developed from a perspective that takes account of gender. There has been some acknowledgement of resistance, both formally (for example through Trade Unionism) and informally (through networks, individual action and symbolic challenge), and there has been some research on gender identity and the part it plays in propagating and/or mediating the new managerial regimes. Other work, which has taken scarce account of gender, has acknowledged new modes of social and political interaction and looked beyond the new public managerialism, pointing to the increasing significance of non-traditional, flexible, loosely connected networks, and the importance of governance. Yet there has been little consideration given to the part played by civil society or to those who operate outside recognised institutions, or who bring women's movement values from civil society into the organisational arena. This is so even though such external influences have undoubtedly affected organizational processes, calling into question the work/life balance and the significance of organizational boundaries, as well as drawing attention to the complex interplay of identities enacted and negotiated within public sector organisations. This suggests the need for the development of these lines of enquiry. Above all it calls for critical analysis of and links between post-new public management and governance through perspectives that take full account of gender. The purpose of the Special Issue is to publish leading edge work on gender, management and governance in the public sector. This will enable a focus on inequality, disadvantage, diversity, inclusion and identities, in relation to recent managerial reforms and shifts in public sector governance. The Guest Editors are particularly interested in papers that explore the connectivities, contradictions and conundrums of their articulation. Papers will be subject to full peer review, using the journal's selection criteria.

Submission will be taken to imply that a paper contains original work that has not previously been published and is not under consideration for publication elsewhere.

Paper Submission Deadline: 31 August, 2006

Paper submissions: Please prepare your paper submissions in Microsoft Word format. All submissions of full papers, conference reports, interviews and book reviews should be made via the electronic submission system: <http://jade.emeraldinsight.com>.

For full information, please click on, <http://www.emeraldinsight.com/info/journals/eoi/cfpbarrybergchandler.jsp>

Equal Opportunities International announces seven other special issues:

1. *Public Policy on Democratizing Access to Education for Marginalized Groups*
guest edited by Mary Gatta Gatta@rci.rutgers.edu

Silvia Gherardi, University of Trento - 'The plans and the pennies from heaven'. Narratives from male dominated environments.

Joan Acker, University of Oregon and Sylvia Walby, Lancaster University debate 'Varieties of Gender Regimes'

Details on papers and streams:

The Conference is organised primarily as a series of streams. Authors whose work is accepted and does not fit into one of the agreed streams will be able to present their work in an open stream. Expressions of interest for the role of stream convenors at the conference and suggestions for stream topics are invited. Stream papers often make up a special issue of the journal and these are given priority in the publication queue. Stream convenors are responsible for:

- drafting a call for papers for their stream
- generating publicity for their call by using their own as well as the GWO network
- refereeing and then selecting the papers for inclusion within their stream
- co-ordinating the stream during the conference itself
- editing a special issue of the journal if such is agreed by the editors

Please email your stream proposals (as MS Word attachments) to gwoconference@mngt.keele.ac.uk stating 'GWO 07 Stream Proposal' in the subject line of the email. Stream proposals should be no more than 1,500 words in length and sent to the journal as early as possible before 1st July. Stream convenors will be notified of their acceptance as soon as possible before the end of July 2007.

Papers for the 2007 event would be particularly welcome in the following areas:

Alternative modes of working; gendered organisation and disorganization; the body and emotion at work; consuming gender and the gender of consumption; gender and ethics; feminism at work; gendered knowledge; management and diversity; gender politics, gendered lives; globalization at work; post-colonial theory and gender; sexualities and organisation; men and masculinities; gendered subjectivity; gendered education; gender in the service sector; gender and marketing; gender and strategy; gender and new technologies; leadership and gender; harassment and discrimination; work/life balance; unequal pay; race and ethnicity; social exclusion; gender relations and management; public sector management and gender; professionalism; intimacy and organization; gender and friendship; romance and love in the organization; and sexuality and eroticism at work.

This list of topics is suggestive rather than exhaustive. Contributors may choose to draw on material from a wide range of empirical spheres and theoretical perspectives.

Abstracts of approximately 750 words (single spaced, excluding any references) are invited by 1st November 2006 and full papers by 31st May 2007 can be sent in independently of streams but may be assigned to them where appropriate. Prospective contributions will be independently refereed. New and young scholars with 'work in progress' papers are welcomed. A doctoral

Other Newsy Items

GENDERDAX - TOP COMPANIES FOR WOMEN WITH HIGH POTENTIALS

For more than one year the information platform “**genderdax**” has been on the internet, offering a comprehensive overview of working conditions and specific opportunities to women with high potential to develop their careers in selected German companies. **genderdax** is supported by the German Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (Bundesministerium für Familie, Senioren, Frauen und Jugend, BMFSFJ).

genderdax represents a select choice of innovative companies in Germany that are especially interested in promoting women professionals and experts: young women with high potential, established highly-qualified women managers, women returning to work and dual career couples. As of May 2006 thirteen large companies and three medium-sized companies had been listed in the **genderdax**, among them four of the top ten German banks: **Booz Allen Hamilton** (Munich), **Commerzbank AG** (Frankfurt), **Deutsche Bank AG** (Frankfurt), **Dresdner Bank AG** (Frankfurt), **Fraport AG** (Frankfurt), **Robert Bosch GmbH** (Stuttgart), **Volkswagen AG** (Wolfsburg), **WestLB AG** (Düsseldorf) and **ZMD AG** (Dresden).

For the registered companies genderdax provides various advantages:

- a unique opportunity to specifically target highly qualified women.
- equal opportunity companies registered in **genderdax** gain a clear competitive advantage in the labour market and improve their corporate image.
- **genderdax** companies benefit from an increased public awareness as well as increased media interest.
- **Genderdax** offers companies the opportunity to publicize special programs to improve working conditions and to further personal development.
- Upon request, the **genderdax** logo is made available to listed companies for advertising purposes.

A special quantitative audit model is applied to measure the “quality” of gender & diversity programs in this context. A minimum of **genderdax** quality points is necessary to become a member of the **genderdax**.

The **genderdax** application form was developed especially for large companies. The **genderdax** for medium-sized companies looks for best practices. In this case the application form, however, is essentially a checklist. It is designed to provide any information companies consider relevant for providing on the information platform. This could include, for example, measures to support women with high potential in the following areas:

- Personnel recruitment
- Personnel development/career opportunities
- Networking
- Mentoring
- Training
- Flexible working conditions
- The opportunity to combine work and personal lives

