

**SPECIAL
POINTS OF
INTEREST:**

- Submit your PDWs for AOM 2008 in Anaheim
- Mentoring Committee call for nominations

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Gender and Diversity in Organizations

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Report from the Division Chair

Dear GDO colleagues:

Welcome to another year with GDO. I am excited about being Division Chair and look forward to accomplishing much this year as a division. However, before I describe my vision for the coming year, I would like to thank Myrtle Bell (now celebrating her time as Immediate Past Chair of the division) for serving as an excellent role model for me.

A primary objective for this year is improving "internationalization" of the division. I believe that broadening our perspective serves the interests of all GDO members. In our 2005 Self-Study, slightly over one third of GDO members agreed that "the division focuses too heavily on the United States." Actions taken to address this issue include the elimination of the term "Americans" (e.g. African-Americans) from our domain statement, the expansion of our Government Exploratory Relations Committee to include an international component, the inclusion of an International Diver-

sity Incubator PDW at the 2007 conference in Philadelphia, and the formation of an Internationalization Committee. An important topic of interest to the committee at this time is outreach to members outside of the U.S. who have difficulty attending the AoM conference.

In addition to outreach to those who have difficulty attending the conference, we are also focusing on outreach to those who do attend the conference. The AoM conference can be an overwhelming experience, especially for those who are new to Academy. The Membership Committee has been working on ways to help new members feel welcome. It is my hope that all GDO members eventually have as much fun as I do at the conference! Speaking of the conference, Anaheim anyone? I hope everyone is working on their submissions for the 2008 conference program and intends to review for the program.

I would like to thank and congratulate Raymond Trau (Monash University) for a job well done during his time as Newsletter Editor. Our incoming Newsletter Editor is Beth Livingston (U. of Florida) who has served as the Associate Editor for the past year. So, if you have always dreamed of becoming the Associate Newsletter Editor (or just think it would be a great way to contribute to the division and receive thanks and recognition from your peers), please see the section of this Newsletter entitled "GDO needs a new Associate Newsletter Editor."

(Continued on page 2)



Lynn Bowes-Sperry
Western New England College
E-mail: lbowessp@wnec.edu



Report from Division Chair, continued

GDO – Help Wanted. In addition to an Associate Newsletter Editor, we are also looking for members to serve on several committees. Serving on committees is a great way to get involved in the division. Given that the division is trying to broaden its perspective, I especially encourage members from outside the United States to volunteer. Please consider volunteering for the following committees:

Sage Award for Scholarly Contributions to Management.* Requires several weeks of work beginning in early to mid-spring 2008 reviewing nominations and working with the committee and chair to select the award winner. (See by-laws, online, for more details).

Sage Dissertation Award.* Requires several weeks work in early to mid-spring 2008 reviewing selected papers and working with the committee and chair to select the award winner. (See by-laws, online, for more details).

Dorothy Harlow Best Paper Award.* Requires several weeks work in early to mid-spring 2008 reviewing selected papers and working with the committee and chair to select the award winner. (See by-laws, online, for more details).

Janet Chusmir Service Award.* Requires several weeks work in early to mid-spring 2008 reviewing nominations and working with the committee and chair to select the award winner. (See by-laws, online, for more details).

Best Student Paper Award.* Requires several weeks work in early to mid-spring 2008 reviewing nominations and working with the committee and chair to select the award winner. (See by-laws, online, for more details).

Membership Committee. This committee works to attract new members and welcomes new members into GDO throughout the year.

By-Laws Committee. This is a new committee that will review and consider revisions to the division's by-laws.

Governmental Relations Committee. The purpose of this committee to develop relationships with government agencies (especially outside the U.S.) that are centrally involved in issues of interest to GDO Division members.

Internationalization Committee. This is a new committee that will explore ways in which to better "internationalize" the division.

*Please note that to serve on an award committee, you must be a division member; must have served as a reviewer for the division's program or other Academy of Management divisions or journals; and must have published in the area of Gender and Diversity in Organizations.

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.

Take care,

Lynn Bowes-Sperry

Report from the Program Chair



Quinetta M. Roberson
Program Chair
Cornell University
qmr3@cornell.edu

As a Division, we had a wonderful program in Philadelphia this year. Our PDW and scholarly program sessions continued to be both relevant and rigorous, covering teaching as well as research, and targeted everyone from doctoral students to seasoned researchers and practitioners. Thanks go to those who submitted their work – i.e., PDW proposals, scholarly papers, and symposia – and to those who gave generously of their time and talent to review. Without both, the 2007 program would not have been such a success.

As we prepare for the 2008 conference in Anaheim, the GDO Division needs your help! For those who have previously supported the GDO Division with your submissions and reviews, I ask that you continue to do so. For those who have not submitted to, or reviewed for, the GDO Division in the past, I encourage you to join us.

Call for Submissions: The Division encourages paper and symposium submissions that consider the effects of gender and other types of diversity in both US and non-US organizations. Submissions that explore theoretical and methodological approaches to the study of gender and diversity as well as those that integrate gender and diversity across boundaries of divisions, interest groups, areas of management, and that aptly incorporate the conference

theme “*The Questions We Ask*” are especially encouraged.

Division awards

The Dorothy Harlow Distinguished Paper Award will be presented for the best conference paper.

The Best Dissertation award will be presented for the outstanding conference paper based on a dissertation. The dissertation must be defended between January 1, 2007 and December 31, 2007. *Papers considered for the dissertation award must be sole-authored.* Papers to be considered for this award should be clearly identified as such at the time of submission and the date of the dissertation defense should be noted in the submission.

The Best Student Paper award will be presented for the best conference paper authored by a student. *The paper may be co-authored, but a student who is enrolled in a graduate program at the time of the submission must be the first author.* Papers to be considered for this award should be clearly identified at the time of submission and the student’s university and status should be noted in the submission. Papers may be considered for either the best student paper award or the dissertation award, but not both.

The Best Reviewer(s) award will be presented to outstanding reviewer(s) for the division.

Call for Reviewers: Because the number of submissions to the GDO Division grows each year, the success of the division’s program depends on you joining the ranks of other top-notch volunteer reviewers. To sign up as a GDO reviewer, please visit the academy reviewer sign-up website (<http://review.aomonline.org/>). Reviewers will be asked to review about three submissions between January 23rd and February 13th. You will be assigned papers based on the five topic codes you provide that indicate your areas of expertise. The Academy will again be using a centralized, online reviewing system.

If you have any other questions, please feel free to contact me at GDOProgramChair@hotmail.com or 607-255-4454. I thank you in advance for your participation in making the GDO Division and its activities so successful!

Quinetta Roberson

Report from the PDW Chair

The Gender and Diversity in Organizations (GDO) Division invites proposals for the pre-conference professional development workshops (PDWs) to be held at the 2008 Academy of Management meeting in Anaheim, California. PDWs will be held between 1 pm Friday (8/8/08) and noon Sunday (8/10/08).

We encourage submission of PDWs designed to develop and enhance our members' professional and personal skills – especially those related to the GDO Division's mission. Our mission is to generate and disseminate knowledge about gender and diversity within and outside of organizations, to embrace diverse perspectives in organizational research and education, and to support social justice through the inclusion of marginalized voices in members' research and practice. Preference will be given to PDWs that offer the greatest contribution to the largest number of GDO members.

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. They may be offered on-site or off-site. PDWs provide the opportunity to experiment with new approaches that do not fit within the confines of the regular program, so submitters are encouraged to be innovative in workshop design. Interactive workshops will be particularly welcomed. We also encourage creation of proposals that may be relevant to other divisions and/or interest groups. The more we can share hours with other divisions, the more sessions we can schedule that are relevant to GDO members.

We especially invite proposals that relate to the theme for this year's meeting: *"The Questions We Ask."* For example, what questions define our theoretical and empirical frontiers? What questions do practitioners want us to answer? What questions are taboo? How do our questions

shape the answers we find and thus our understanding of the world? More information about the theme is given on the Academy of Management website at <http://meetings.aomonline.org/2008>.

Formal PDW proposals should be submitted **online** at <http://submissions.aomonline.org/2008> by **Monday, November 15, 2007**. (Note that the AOM has moved to an online system this year.) However, earlier submissions are strongly encouraged. Proposal submission guidelines may be found on the Academy of Management website (<http://meetings.aomonline.org/2008>). Please feel free to contact me (David Kravitz) at GDO-DAK@gmu.edu prior to the proposal deadline to discuss PDW ideas or for additional information. Note that this is the e-mail address I am using for PDW issues only; for other matters, please contact me at dkravitz@gmu.edu.

I thank you for the compliment you paid me by electing me to this position. I look forward to working with you on the PDW program this year and on other matters in the years to come.



David A. Kravitz
PDW Chair
George Mason University
dkravitz@gmu.edu

2007 GDO Awards and Winners

Sage Scholarly Contribution

Winner: **Carol Kulik**, University of South Australia

Sponsor: **Sage**

Janet Chusmir Service Award

Winner: **Gayle Baugh**, University of West Florida

Sponsor: **Sage**

Dorothy Harlow Distinguished Paper Award

Winner: **Patrick McKay** (Rutgers University), **Derek Avery** (University of Houston) & **Mark Morris** (J.C. Penney, Inc.) for "The interaction of subordinates' and managers' diversity climates on store unit sales performance"

Sponsor: **McGraw Hill**

Best Paper Based on Dissertation Award

Winner: **Victoria Brescoll** (Yale University) for "When can angry women get ahead? Status, conferral, gender, and workplace emotion expression"

Sponsor: **Sage**

Best Student Paper Award

Winner: **Lindred Greer** (Leiden University) & **Karen Jehn** (Leiden University) for "Where Perception Meets Reality: Effects of Different Types of Faultline Perceptions and Realities"

Honorable Mention: Rebecca Kehoe (Cornell University), Christopher Collins (Cornell University) & Quinetta Roberson (Cornell University) for "An Investigation of the Relationship between Organizational Diversity and Financial Performance"

Sponsor: **Emerald**

Congratulations to **Robin Ely** (Harvard University), **Belle Rose Ragins** (University of Wisconsin-Milwaukee) and **Raymond Trau** (Monash University) for winning the Best Mentoring Practice Award from the Academy. They developed and implemented a developmental PDW which aimed at advancing the careers of under-represented junior colleagues. This PDW is one of the initiatives by the **Coalition for Faculty Diversity**.

Academy of Management Mentoring Committee

Call for Nominations: Mentoring Legacy Award

In alternating years, the Academy of Management Mentoring Committee honors individuals with the Mentoring Legacy Award and the Mentoring Best Practices Award. The Mentoring Legacy Award is given in even years to recognize scholars whose work has been germinal to the research and study of mentoring. We were very pleased to honor David Thomas with the Mentoring Legacy Award at the 2006 Academy of Management meeting in Atlanta.

The Mentoring Committee is currently **inviting applicants for the 2008 Mentoring Legacy Award**. We seek to honor those individuals whose work has influenced and shaped the mentoring discourse, both inside and outside of the Academy. 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.

Criteria for selection include: an enduring contribution to research on mentoring with important and innovative ideas; advancement of knowledge about mentoring, including conceptual, empirical, or theoretical developments; collaboration with

junior scholars in the field; and/or evidenced influence on direction for future research in the field of mentoring. Nominations are made by submitting a 1-2 page letter of support outlining the contributions of the candidate accompanied by the candidate's cv.

Submissions must be received by March 31, 2008. The nominations will be evaluated by a committee composed of members of the Academy of Management Mentoring Committee. The recipient of the award will be notified by May 31, 2008. Please send nominations to:

C. Douglas Johnson, Ph.D.
Academy of Management Mentoring Awards Chair
Georgia Gwinnett College
School of Business
1000 University Center Lane
Lawrenceville, GA 30043
drdoug@ggc.usg.edu
678-407-5771 phone

For further details, please contact Douglas by phone or email.

Sharing Teaching Resources at GDO Website

This section of the GDO Website is dedicated to the improvement and support of the teaching of diversity-related courses and topics. It includes information on members' textbooks and other publications, as well as recommendations shared by our members. **Please share!** Help keep this resource alive by sharing your own textbooks, syllabi, or any other material you found useful in your teaching. Please send all contributions to the Website Manager, Rosanne Hawarden (rosanne@computer-nz.com).

Rosanne Hawarden

In Memorium

Dr. Kenneth R. Gray

Kenneth R. Gray, 55, Academy of Management Mentoring Committee Chair (2003-2006) and Professor of International Management at the School of Business & Industry, Florida A&M University, died suddenly of a heart attack Saturday, March 24, 2007, while on a rock climbing trip in Tennessee. He died on top of a steep cliff, doing what he loved most, challenging his limits. Ken was an Eminent Scholar Chair and served as a Senior Fulbright Scholar from 1999-2001 at Al Akhawayn University in Morocco. He also taught at the U.S. International University in Nairobi, Kenya.

Over the years, he has helped many students travel and study abroad in such places as Kenya, the Dominican Republic, and China. He was posthumously awarded the prestigious Heiskell Award for innovative international education by the Institute of International Education at the United Nations on March 30, 2007. As a result of his work and commitment, Ken made a lasting impression on his colleagues and the lives of hundreds of students who have matriculated through Florida A&M University. Ken is survived by his wife of 25 years, Doris H. Gray of the Department of Modern Languages at Florida State University, and two daughters Tunuka (17) and Khadijah (15). Ken's family asks that memorial contributions be made to the *SBI Kenneth Gray Scholarship Fund*, Florida A&M University, School of Business & Industry, 1 SBI Plaza, Tallahassee, FL, 32307, Attention: Ms. Alice Williams.

Joycelyn Finley-Hervey

Member News and Publications

Patrick F. MacKay recently joined Rutgers University's School of Management and Labor Relations as an Associate Professor of Human Resource Management (pmckay@smlr.rutgers.edu). Before joining Rutgers University, he was granted tenure as an Associate Professor of Organizations and Strategic Management in the Sheldon B. Lubar School of Business at the University of Wisconsin-Milwaukee where he worked for 6 years.

Isabel Metz was recently promoted to Senior Lecturer (equivalent to senior Assistant Professor or Associate Professor level) at the University of Melbourne. Isabel will be joining Melbourne Business School in January 2008.

Avery, Derek R., Tonidandel, Scott, Thomas, Kecia M., Johnson, C.

Douglas, & Mack, Dan A. (2007). Assessing the Multigroup Ethnic Identity Measure for measurement equivalence across racial and ethnic groups. *Educational and Psychological Measurement*, 67, 877-888.

Gibbison, Godfrey A., & Johnson, C. Douglas

(2007). Family history of chronic illness and participation in healthy behaviours. *Journal of Health Economics, Policy and Law*, 2(3), 297-315.

Kossek, E. & Lautsch, B. (In press). *CEO of me: Creating a life that works in the flexible job age*. Wharton School Publishing. (This book can be preordered at Amazon.com).

genderdax

www.genderdax.de

genderdax is an internet-based information platform for highly qualified women - started in spring 2005. Its development and conception was supported by the German Federal Ministry for Family Affairs, Senior Citizens, Women and Youth. Prof. Dr. Michel E. Domsch and Prof. Dr. Désirée H. Ladwig from the Helmut-Schmidt University manage the project. genderdax aims especially at female experts and executives as well as at women in junior management positions and women returning to work. The genderdax information platform offers for this target group the possibility to get detailed information on job and career development opportunities in over 30 attractive and carefully selected large and medium-sized companies from all industries in Germany, including:

- AB@MEDIA
- Allianz Deutschland AG
- BMW Group
- Booz Allen Hamilton
- Commerzbank AG
- CoreMedia AG
- DEG -Deutsche Investitions- und Entwicklungsgesellschaft mbH
- Deutsche Bank AG
- Deutsche Lufthansa AG
- Dresdner Bank AG
- Engel AG Fachagentur für Haushaltmarketing
- E.ON AG
- Flughafen Hannover-Langenhagen GmbH
- Fraport AG
- Fraunhofer-Gesellschaft
- Freescale Halbleiter Deutschland GmbH
- GeoForschungsZentrum Potsdam
- ISF München
- MAZeT GmbH
- NDR Norddeutscher Rundfunk
- promeos GmbH
- Randstad Deutschland GmbH & Co.KG
- Robert Bosch GmbH
- Roche Diagnostics GmbH
- RWE
- SAP AG

- Siemens AG
- SV (Deutschland) GmbH
- Vattenfall Europe Mining & Generation
- VAUDE Sport GmbH & Co. KG
- Volkswagen AG
- WestLB AG
- Windwärts Energie GmbH
- Yamaichi Electronics Deutschland GmbH
- ZMD AG

German companies can apply for registration in the genderdax provided that they are expressly promoting within their personnel policy women experts and women in executive and managerial positions. This includes, for example, flexible working conditions, arrangements supporting the reconciliation of family and work, a particular attention paid to high qualified females by selecting and recruiting staff, as well as a specific human resource development for females for positions with personnel responsibility in Germany and abroad. This applies, of course, to large and middle-sized enterprises. However, although genderdax provides valuable models and specific practices (best practices) for large and medium-sized companies from all industries, it has to be taken into consideration that the art, amount and intensity of promotion of women in middle-sized enterprises cannot be compared with that of large enterprises. Applying for membership of genderdax is free of charge.

For enterprises the registration in the genderdax offers a lot of advantages:

- They can raise their attractiveness for highly-qualified women looking for a job.
- They win and maintain the know-how of female experts and executives.
- They improve their image in the fields of equal opportunities and reconciliation of family and work as well as in the field of diversity management in general.
- They have the opportunity to present on the internet platform their job opportunities for highly-qualified women. This is very important today, considering the increasing shortage of high-qualified personnel in the labor market.
- They profit from an increasing awareness of their enterprise and of their products in the media and the wide public.

Call for Papers: Special Issue

DIVERSITY RETHOUGHT: UNPACKING DIVERSITY AND DIVERSITY MANAGEMENT

Guest Editors:

Patrizia Zanoni, Tilburg University, The Netherlands
Yvonne Benschop, Radboud University Nijmegen,
The Netherlands

Maddy Janssens, Catholic University of Leuven,
Belgium

Stella Nkomo, University of South Africa, South
Africa

Organization: The critical journal of organiza- tion, theory and society

Deadline for submissions: 1st June 2008

“Diversity” has become an increasingly popular object of research among organizational scholars, generating a large number of publications in organizational journals. The bulk of this literature has drawn from existing social psychological theories--such as social identity theory or the similarity paradigm--to empirically investigate the effects of demographic diversity in terms of gender, race/ethnicity, educational background, and attitudes on work-related outcomes such as minorities’ promotions, mentoring relationships, and group processes.

Altogether, as Nkomo and Cox observed in 1996, the notion of *diversity* itself has largely been taken for granted. The dominance of functionalist and positivist research on this topic, and the lack of “diversity theories” as such, have led to the widespread construction of diversity as a demographic heterogeneity index, promoting an essentialist understanding of minorities in organizations. In this sense, socio-demographic traits have become readily measurable repositories of ‘true identities.’ At the same time, inspired by the rhetoric of “the business case”, most studies have approached diversity from an instrumental perspective, concealing underlying power relations. For instance, while there are few minority employees in professional or managerial jobs, they are the samples of choice for touting diversity’s contribution to “creativity, innovation and problem-solving skills,” masking the fact that most minorities are concentrated in the lowest levels, worst paid and least secure jobs, inimical to innovation and creativity. More recently,

diversity has been extended to incorporate almost any kind of difference between individuals in a group, much beyond its original reference in regards to the inclusion of members of minority populations.

In light of these limitations, this special issue provides a space for the emergence of novel and explicitly critical examinations of **the idea of diversity**. We look for conceptual or empirical work drawing from critical theories to ‘unpack’ dominant understandings of diversity, revealing their underlying assumptions and consequences, and developing, concurrently, a better understanding of the power dynamics concealed by benign considerations of diversity in organizations.

Submitted papers should develop theoretically informed critical analyses and contribute to theory development through innovative insights on the nexus of diversity and organizations. In particular, given the increasing popularity of notions of diversity in organizations around the world, we are interested in work framed through critical analysis of transnationalism and globalization, as well as work that approach diversity through Black studies; Latino/a studies; cultural studies; and poststructuralist, materialist, postcolonial and queer theories, including feminist theories that have hardly been used to understand diversity, despite the prominence of studies on sex/gender in diversity research.

Submission: Papers must be sent electronically by **1st June 2008** (but not before **1st May 2008**) to organization@wbs.ac.uk as Word attachments, indicating “Diversity Rethought: Unpacking Diversity and Diversity Management” in the subject line of the email. Manuscripts should be prepared according to the guidelines published in *Organization* and on the journal’s website: <http://www.sagepub.co.uk/journalmanuscript.aspx?pid=105723&sc=1>

Papers should be no longer than 8000 words, excluding references, and will be blind reviewed following the journal’s standard review process. **For further information**, please contact one of the following guest editors: Patrizia Zanoni (P.Zanoni@uvt.nl), Yvonne Benschop (Y.Benschop@fm.ru.nl), Maddy Janssens (Maddy.Janssens@econ.kuleuven.be), or Stella Nkomo (Nkomosm@unisa.ac.za).

Diversity Management in Asia: A Research Companion

CALL FOR BOOK CHAPTERS

Publishers: Edward Elgar Publishing (2008): Cheltenham and New York

Deadline: Please consider submitting a book chapter by 15 December 2007. Apologies for cross-posting.

Summary:

Unprecedented economic growth of countries such as China and India has drawn scholarly attention to management issues in the Asian context. However, it is well documented that countries in Asia do not enjoy a common approach to management. Diversity management in Asia remains a novel and under-studied subject. Furthermore, the evidence of diversity management practices across the Asian countries appears divergent. A similar pattern of divergence in diversity management practices is observable in Europe and America. As diversity management is an expressly western management concept, the proposed volume will explore diversity management in the Asian geography.

It is possible and useful to identify overarching patterns and processes of diversity management in this geography with particular attention to cross-national differences. This requires an attention to context and relationships that underpin practices of diversity management across Asia. The purpose of this volume is to provide an authoritative overview of the Asian context of diversity management. Although the Asian context appears to be irreconcilably divergent in terms of diversity management approaches, the text will examine thematic and geographical demarcations of the concept.

The aim of the proposed volume is not only to examine diversity management in Asia but also to make a marked contribution to the theory of diversity management by revealing the significance of context and relationships in formulating diversity management activities. Asian countries provide an excellent demography in which to study diversity management practices. With empirical and conceptual contributions from eminent scholars from across the Asian countries as well as the scholarly diaspora of the Asian studies, we aim to provide a text that allows us to see practices of diversity management across Asia and to understand the key drivers and implications of these practices. The book will examine diversity management from multiple angles. Whilst some chapters will examine diversity management in domestic firms in Asian

countries, others will examine it in the context of multinational and international firms.

Prospective authors are invited to submit a book chapter by email to the editors by 15 December 2007. They should provide:

- A title of the chapter
- Authors' names and contact details
- 8000-10000 word chapter – suggested contents: the brief context, relevance to DM in Asia, and the objectives of the chapter, methodology, findings and the expected contribution to the theory of diversity management, benefits to practitioners and business students..

Style guidelines

We expect that the papers will be written in constant prose using the Edward Elgar Guidelines for Contributors. Although this is a research text, we would like it to be accessible to an audience broader than other researchers and academics in the specific field of diversity management. Therefore, we would advise the use of clearly defined terms throughout the chapters.

Schedule for publication

Task/Deadline

Receive draft book chapters (8000-10000 words)/ December 15, 2007

Review book chapters and give feedback/February 15, 2008

Receive final book chapters/March 1, 2008

Editors' contact details

Professor Mustafa Özbilgin, Norwich Business School, University of East Anglia, Norwich, Norfolk NR4 7TJ, Phone: +44 (0) 7967 105959, Email: m.ozbilgin@uea.ac.uk

Jawad Syed, Lecturer, Kent Business School, University of Kent, Canterbury, Kent CT2 7PE

Phone: + 44 (0) 1227 824114, Email: j.syed@kent.ac.uk

Associate Editor : Intl. Journal of Org. Analysis

The **International Journal of Organizational Analysis** will be adding two **new Associate Editor Positions** to the journal. Our current Associate Editors, Mariann Jelinek and Ken Mackenzie, have done an outstanding job, but the workload is just too much for the three of us. We need help sending papers out for review, soliciting good manuscripts, coordinating special issues, communicating with authors, and other things. It would be nice to have someone from outside the United States, but that is not a requirement. Mostly, we want people who are already well published and well established, and that have the time and energy to commit to the journal. Typically, an Associate Editor will have considerable experience at both publishing and reviewing, will have served as an outside reviewer for a few journals and very likely on a few Editorial Boards, and is tenured.

If you have an interest or if you know of someone who does, please let us know right away. You can write to me at larry.pate@gmail.com, to Ken at hologram@sunflower.com, or to Mariann at sammantine1@cox.net.

We will also be adding a **new Book Review Editor**, so please let us know if this might interest any of you. I'm pleased to announce that Joe Champoux, from the University of New Mexico, has joined us as our Film Review Editor. As you may know, Joe is a leader in the use of film in the classroom.

The IJOA Editorial Board includes some of the top

scholars in the world from Harvard, Yale, MIT, INSEAD, McGill, Berkeley, Michigan, Wharton, Northwestern, Duke, Illinois, Cornell, Queensland, Lancaster, Bath, Amsterdam, and other leading universities. People like Bob Zmud, Founding Editor of Organization Science; Jerry Hunt, former Editor of Leadership Quarterly; Dave Whetten, former Editor of Academy of Management Review; and Phil Anderson, currently an Associate Editor at Administrative Science Quarterly. Our standards are high. We are looking for articles that break new ground, offer a new theory or methodological advance, provide a new synthesis of competing theories, or open up a new area of research. We, therefore, give preference to articles that establish new lines of inquiry, redirect exhausted or unproductive lines to more promising lines, and shut down those heavy on method but light on consequences. Mostly, we prefer vigor over rigor. Send us your best manuscripts for publication consideration.

Larry Pate, Editor-in-Chief

International Journal of Organizational Analysis

<http://www.emeraldinsight.com/info/journals/ijoa/ijoa.jsp>

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GDO Needs a New Associate Newsletter Editor

My term as Senior Editor of GDO Newsletter is now expired. From the next issue, and for the next 12 months, Beth Livingston will take over as the Senior Editor role. This means GDO needs a brand new Associate Newsletter Editor to serve a 24-month appointment (12 months as Associate Editor and 12 months as Senior Editor). If you are interested in applying for this role or have any questions, please contact me via this email address (raymond.trau@buseco.monash.edu.au) by October 18th, 2007.

It has been a wonderful experience. Thank you very much to those who contributed to the GDO Newsletter! I also would like to thank Beth for her hard work and patience in the last 12 months. She is the best team player in the world! We surely will continue our friendship in many years to come.

Raymond N.C Trau

Leadership & Management Studies in Sub-Saharan Africa 2008

Conference

CALL FOR PAPERS: Due 15 January 2008

The Leadership & Management Studies in Sub-Saharan Africa 2008 conference to be held in Accra, Ghana, 7-9 July 2008, will feature two noted African studies academics, Prof. Stella Nkomo and Prof. Terence Jackson, as keynote speakers. Conference paper submissions are being accepted, and information is available at <http://www.crossculturalcentre.homestead.com/LMSSSA2008.html> or by contacting LMSSSA2008@yahoo.com.

Keynote speakers include:

Prof Stella Nkomo, Bateman Professor of Business Leadership at the University of South Africa Graduate School of Business Leadership, Pretoria: <http://www.unisa.ac.za/Default.asp?Cmd=ViewContent&ContentID=1033>

Prof Terence Jackson, Business & Management Group, Middlesex University Business School, London: http://mubs.mdx.ac.uk/Staff/Personal_pages/Terence1/index.htm

You can help fight poverty with good business and leadership practice. The World Bank's [Doing Business survey](#) and Transparency [International's Corruption Perceptions Index](#) both show clear links between good business practice and the elimination of poverty.

Both organizations noted the great leaps forward in many parts of the world. The World Bank, in particular, has been active in fighting corruption.

Thank you to Raymond Trau, Outgoing Newsletter Editor!

I would like to thank Raymond Trau for his excellent service to the Gender and Diversity in Organizations Division. Raymond has taught me a lot during the past 12 months, and it will be sad moving along with the newsletter production without him. Thank you, Raymond, for all of your many contributions!

I encourage those of you interested in serving the division to apply for the Associate Editor position. It's a very rewarding experience, and I look forward to the working with the new Associate Editor into the future!

Beth A. Livingston

What is GDO?

The domain statement of the Gender and Diversity Division of the Academy of Management covers “content relating to gender and diversity within and outside organizational boundaries including cultural, societal, and worldwide levels, and to the influence of group relations on the structuring of societies and the production of knowledge.”

Major topics include theory and research on:

- Gender and its intersections with race, class, and other institutionalized systems of power
- The impact of group diversity on well-being and effectiveness at individual, group, and organizational levels of analysis
- The impact of occupational and organizational structures on marginalized and dominant groups
- Experiences of members of different social groups, including (but not limited to) groups differentiated by gender, race, ethnicity, class, sexual orientation, gender identity, gender expression, nationality, religion, culture, (dis)ability, and age
- The impact of organizational policies, practices, and discourses on dominant and marginalized groups, including critical examination of seemingly neutral assumptions underlying such policies, practices, and discourses, and their differential impact on these groups
- The intersection of work, family, and community in relation to one’s social position
- Institutional and structural barriers to equality and equity across social groups
- Processes of change that create and foster inclusion, whether from external interventions or from individuals within groups or organizations
- The impact of cultural, societal, and national diversity on workers and the workplace
- Diversity in academia, in general, and in the field of organization studies in particular
- Cross-national comparative approaches to all of the above.

Gender and Diversity in Organizations:
a Division of the Academy of Management



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Have a submission for the GDO Division Newsletter?

The GDO newsletter is excited to post news about our members. If you have announcements concerning conferences, calls for papers, book or article publications, or memorial announcements for those we have lost, please contact the following individuals. **E-mail contributions are preferred** (with Microsoft Word, PDF or Rich Text Format (RTF) attachments).

Send calls for papers, announcements, or acknowledgements to:

Newsletter Editor Beth Livingston (beth.livingston@cba.ufl.edu)

Send in memoriam for those GDO members we have lost to:

Rosanne Hawarden (rosanne@computer-nz.com)

Regular mail submissions: P O Box 29-251, Christchurch, New Zealand