

**SPECIAL
POINTS OF
INTEREST:**

- Changes in the Mission and Domain Statement for GDO are almost complete (page 2)
- About PDWs at 2007 Academy Conference (page 3)
- Honoring those we've lost (pages 8-9)

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Gender and Diversity in Organizations Newsletter

VOLUME 9, ISSUE 1

SPRING, 2007

Report from the Division Chair

The year 2007 promises to be an exciting year for the GDO division. We have a bounty of outstanding submissions to the Academy of Management conference; our many committees are staffed and working; and, perhaps most exciting, we will be voting on a long-awaited, much discussed proposal to amend the mission statement to more accurately reflect GDO. Jeanie Forray (see her statement in this newsletter) and her committee members have completed the proposal begun over two years ago and brought nearly to completion through the work of Lotte Bailyn and committee during 2005-2006. We are excited to have the opportunity to change the mission statement and I encourage GDO members to vote to support these changes.

AMLE Special Issue

David Kravitz (Executive Committee member) and I will be editing the 2008 special issue of the Academy of Management Learning and Education journal which should be of rele-

vance to GDO members (see call for papers in this newsletter). The special issue, entitled "Diversity Education and Training: What We Know and Need to Learn" was accepted from a dozen or so excellent proposals. That it was selected is a testament to the importance of our field to the larger Academy of Management and practitioner communities. We hope GDO members will submit their relevant research and distribute the call to others who may be interested. Please contact David (dkravitz@gmu.edu) or me (mpbell@uta.edu) with questions or about proposed submissions for the special issue.

Nominations

Now is the time to begin thinking about nominating people or self-nominating to be considered for the slate for GDO positions that will be elected later this spring (see info on the upcoming nominations in this newsletter). The nominating committee, chaired by immediate past chair, Martin Davidson, will de-

cide upon the final slate from those nominated within the coming months. If you are not ready to run at this time, but would like to do so later, consider becoming active in the division, volunteering for future committees, reviewing, publishing in the field, and getting involved. Expect more communication about the election and an official call for nominations soon.

Happy Spring,

Myrtle P. Bell

Division Chair

University of Texas

at Arlington

E-mail: mpbell@uta.edu



Report from the Program Chair



Jeanette N. Cleveland
 Pennsylvania State
 University
 Email: janc@psu.edu

Get ready to attend an excellent conference and enjoy a great city! Philadelphia has a rich history, wonderful diversity, and so much to see, do and experience.

2007 Submission and Reviewer characteristics

This year the division received 157 paper and 23 symposia submissions (slightly more papers and slightly fewer symposia than in 2006). As of today (1/23), everything is out under review. I was very pleased with 327 reviewers with 215 volunteers as emergency reviewers. In addition the average number of assignments per reviewer was 2.55 while the average number of reviews per submission was 3.27. Reviewers represented over 21 countries.

Town Hall Meeting (contributed by Coalition)

This year's meeting theme focuses on "Doing Well by Doing Good." This speaks to the very mission of the Coalition, which is to "do good" by supporting the recruitment, retention and promotion of underrepresented faculty in schools of business and their affiliates within and outside the U.S. We are approaching the three year anniversary of the launching of this group; it started as an idea of the Academy and has blossomed into a grass roots effort that will, with the continued support of the Academy, make a difference.

The objective of the 2007 GDO Town Hall session is to share our progress and, more important, to plan our future course, directions and activities for the upcoming

year. We have much progress to share and much work to plan. During the course of this year, the Coalition worked on three key initiatives: *A Diversity Census*, a *Diversity Best Practice Award*, and *AoM Member Support*. The *Diversity Census project* received a Challenge Award grant from the Academy last year and they have begun work on their project.

The *Diversity in Action Award group* has submitted a second proposal for funding the award and has received an encouraging response from Diversity Inc.

Following up on last year's successful PDW session on publishing, the *AoM Member Support group* has successfully submitted another publishing PDW session for this year's Academy. The session is

(Continued on page 3)

Revised Mission and Domain Statement

Over the past two years, a sub-committee of the GDO Executive Committee has been working to revise and update the Division's Mission and Domain Statement in order to enhance and clarify our focus on diversity. In particular, we sought to:

1. Remove language such as "African-Americans, Native Americans etc.," that continually draws questions from members who are not American about whether GDO is interested in and includes studies about them.
2. Move away from gender as meaning women exclusively and hence being just another form of dichotomous diversity.
3. Recognize the ways in which gender, race, and class, both alone and interactively, structure organizational processes and the importance of each.
4. Acknowledge other forms of diversity.

These efforts are almost completed! The revised statement has been approved by the GDO Executive Committee and the AOM Board of Governors. We are now working on the process for submitting it to the membership for approval.

Jeanie Forray, Western New England College

Report from the PDW Chair

Exciting plans are taking shape for the Gender and Diversity in Organizations' Professional Development Workshops at the Academy of Management 2007 meeting in Philadelphia, PA! GDO's program in Atlanta was very successful (which was in great part due to Jeanette Cleveland's outstanding job in organizing and coordinating the program), and we are working to make the pre-conference program for this year just as informative and interesting. In addition to the doctoral consortium, GDO will again offer a wide variety of workshops including the following:

Coalition for Faculty Diversity Publishing Workshop, which is to advance the careers of junior colleagues – especially those in under-represented groups – by helping them publish diversity research in refereed academic journals.

Workshop on Feminist Theory and Organization Studies, which is organized around understanding main feminist theoretical frameworks and their contemporary value for organizational research and theorizing.

Women's Empowerment in the Corporate World, which invites participants to actively engage in a conversation about current business practices through which organizations are facilitating women's empowerment.

Integral Communication, a multi-media workshop which will provide opportunities for contrasting models of leadership, framing the challenges that face leaders, and articulating strategies for managing these complex dilemmas.

Religion and Work, which will allow researchers to discuss their individual projects and to share strategies for advancing this area of research with others who may have interest.

Teaching Courses on Diversity in Organizations, which is to help faculty do a better job of designing and teaching courses on gender and diversity in organizations.

So You Want to be a Leader in Higher Education, which will describe results of a qualitative study on the leadership development of ten women university presidents, and provide participants with an opportunity for self-analysis and personal reflection.

International Diversity Incubators, which are forums in which people from various nations can identify the types of diversity issues they face and engage in conversations that reflect pluralistic views and cultural orientations to diversity.

Principles of Mindful, Inclusive Leadership, which will use an appreciative inquiry methodology to articulate design principles and communicative processes of the historic sights of Philadelphia.

Please plan on joining us in Philadelphia, and I hope you will come early to take advantage of the wonderful development opportunities provided by the pre-conference program. If you have questions, please contact me at qmr3@cornell.edu.

Quinetta Roberson, PDW Chair



Quinetta M. Roberson
Cornell University
qmr3@cornell.edu

Report from Program Chair: Continued

(Continued from page 2)

aimed at supporting the careers of underrepresented junior faculty members by helping them publish their diversity research in top-tier outlets.

**The Coalition has a web link from the GDO website that provides updated information on Coalition activities (<http://division.aomonline.org/GDO/coalition>). The research interest group has also begun planning an international

research project on faculty diversity. **

The **Town Hall Meeting** will be scheduled Monday afternoon, August 6, just prior to the GDO Business Meeting. Once the Conference program is finalized, please look for more details to be announced.

GDO Business Meeting and Awards Presentation

Please stay and attend the GDO Business Meeting and Awards Presentations following the

Town Hall session. This will be Monday evening, August 6. Precise time and location will be announced later.

GDO Social Hour

This will be scheduled as usual Monday evening, August 6, immediately following the Business and Awards Meeting. We look forward to seeing all of you there!

Jeanette (Jan) N. Cleveland
Pennsylvania State U

Know someone
who deserves
to be
nominated?

Deadline for
both awards:

**MAY 1st,
2007**

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: Nancy Adler, Kay

Bartol, *Marta Cálas* and Linda Smircich, Robin Ely, Jeffrey Greenhouse, Laura Graves, Barbara Gutek, Alison Konrad, Laurie Larwood, Karen Lyness, Dorothy Moore, Saroj Parasuraman, Gary Powell, Belle Rose Ragins, Uma Sekaran, and Linda Stroh.

This is a wonderful way to honor your colleagues and recognize important work.

To nominate, please send a letter of recommendation outlining the nominee's contributions and a copy of the nominee's vita.

Send nominations either through email to lroberts@hbs.edu or through regular mail to:

Laura Morgan Roberts
Harvard Business School
Morgan Hall 317
Soldiers Field
Boston, MA 02163

Contact person:

*Laura Morgan Roberts
Harvard Business School
lroberts@hbs.edu*

Janet Chusmir/Sage Distinguished Service Award

Nominations are now being accepted for the prestigious Janet Chusmir / Sage Distinguished Service Award for the Gender and Diversity in Organizations (GDO) division of the National Academy of Management. This award honors individuals who have made outstanding contributions to the GDO Division and who have personally served as a mentor and role model for others in the field.

To nominate a GDO colleague, submit a letter of nomination outlining the nominee's outstanding contributions and a copy of the nominee's vita. Contribu-

tions include professional service to the division, work for the advancement of the status and role of professional women and people of color in the Academy, and/or in organizations. Include any supporting information that will help the committee make its decision. Self-nominations are not accepted.

The most recent recipients of this award include Charmine Hartel, Alison Konrad, Ellen A. Fagenson-Eland, and Sherry E. Sullivan. Please see the GDO website: http://division.aonline.org/gdo/awards/awards_service.htm for a more complete listing of past recipients. The award

will be given at the 2007 Academy of Management Meeting in Philadelphia this August.

Please email Committee Chair Margaret Lucero at mlucero@cob.tamucc.edu with your nominations or any questions about this award.

Contact person:

*Margaret Lucero
Texas A&M Corpus Christi
mlucero@cob.tamucc.edu*

Academy of Management Learning and Education

CALL FOR SUBMISSIONS

2008 Special Issue

DIVERSITY EDUCATION AND TRAINING: WHAT WE KNOW AND WHAT WE NEED TO LEARN

Guest Editors:

Myrtle P. Bell

University of Texas, Arlington

David A. Kravitz

George Mason University

In the past two decades, organizational researchers and practitioners have become increasingly interested in individual and organizational outcomes of diversity. "Managing diversity," "valuing diversity," and "diversity as a competitive advantage" are common phrases among researchers and practitioners. With the increased awareness of the need to understand and manage the effects of diversity has come a proliferation of university courses and corporate training programs on diversity. This special issue will explore what we have learned and what we must learn about these educational and training efforts.

Although more than 100 articles with "diversity" in the title were published in Academy of Management journals between 1987 and 2005, research on the content, goals, and effectiveness of university courses or of diversity training in organizations is scarce. This dearth exists, at least in part, because the goals are often affective or behavioral, rather than cognitive, which makes assessing effectiveness difficult. Further, in contrast to many other business topics, diversity issues are value-laden, and trainees often enter programs with long-held, deeply-rooted attitudes. Thus, diversity courses and training programs are subject to unique challenges. Given the proliferation of diversity research, diversity training programs, and diversity courses in colleges and universities, it is time to measure the effectiveness of such programs and courses, to explore the factors that may influence their effectiveness, to ask how work on diversity training and on diversity education can inform one another, and to investigate the utility of diversity research for educators and training professionals.

The purpose of this special issue is to bring clarity and focus to the areas of diversity education and training, with a special emphasis on what we have learned in the past two decades and what we still need to learn. Consistent with the format of the Academy of Management Learning & Education journal, we seek empirical and conceptual articles for the Research & Reviews section, and appropriate material for the Essays, Dialogues, and Interviews section.

Some possible topics for this special issue include, but are not restricted to, the following:

- What are, or should be, the differences between diversity courses in colleges and universities and diversity training in organizations?
- What are the goals, content, and activities of diversity classes and training programs?
- How is learning assessed in diversity classes? Is assessment tied to course goals? What institutional, class, instructor, and student factors affect learning?
- To what extent, and how, is the effectiveness of diversity training in organizations assessed? What organizational characteristics are associated with the assessment of training effectiveness? For whatever measure is used, how effective is diversity training? What characteristics of trainers, trainees, organizations, and programs facilitate or reduce training effectiveness?
- What theories are helpful in designing and implementing diversity training and educational courses? What pedagogies (e.g., case studies, role plays, lectures, films, etc.) are most appropriate for such courses and in what situations?
- How can findings from the wider area of diversity research be applied to diversity courses and training programs?
- Are there differences in the characteristics (e.g., demographics, diversity-related attitudes and behaviors, racial identity awareness) of those who enroll in mandatory versus elective courses or organizational training programs?
- How does commonly accepted but erroneous information (e.g., affirmative action means quotas, women with children are disengaged from the workforce, people with disabilities have lower performance), affect diversity learning in universities and organizations? What stereotypes and misperceptions are present among trainees at the beginning and end of training programs? What measures are effective in changing misperceptions? Do demonstrated changes last over time?
- How is diversity content taught in other courses, such as principles of management, human resources, employment law, organizational behavior, leadership, and ethics? How can diversity information best be infused into such courses? What textbooks effectively include diversity components or themes?

Submissions should be received by **September 1, 2007**, and should be accompanied by an assurance of originality and exclusivity. Submissions should adhere to the "Style and Format" guide for authors that can be found at www.aom.pace.edu/amle, and should be submitted via e-mail in MS Word format. Submissions designated for **Essays, Dialogues & Interviews** should be sent to **Myrtle P. Bell**

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Call for Submissions: AMLE, Continued

(Continued from page 5)

(mpbell@uta.edu) and those designated for **Research & Reviews** should be sent to **David A. Kravitz** (dkravitz@gmu.edu). Authors are encouraged to discuss ideas for submission with the guest editors in advance.

All submissions will be subject to a rigorous double-blind peer review process, with one or both of the guest editors acting as action editor, and final approval coming from the journal editor. Invitations to revise and resubmit will follow initial submissions in approximately 3 months, with revision deadlines set accordingly. Final acceptances will be made by **May, 2008**.

Call for Papers: Research Publishing Workshop

**Coalition for
Faculty Diversity
Research
Publishing
Workshop**
2007 Academy of
Management Con-
ference
Philadelphia, PA
**Friday, August 3,
2007, 1– 4:50PM**

PDW Chairs:

*Robin Ely, Harvard U.
(rely@hbs.edu);*

*Belle Rose Ragins, U.
of Wisconsin-
Milwaukee
(Ragins@uwm.edu)*

Contact Person/ PDW Organizer :

Raymond Nam Cam
Trau, Monash U.
(raymond.trau@busec
o.monash.edu.au)

Manuscript submission dead- line: May 30th, 2007

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 **May 30th 2007**. Please contact Raymond Trau at raymond.trau@buseco.monash.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@buseco.monash.edu.au) by **May 30th, 2007** 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 princi-

ples 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.

Working Paper Reviewers:

Judith Clair, Boston College;

Jean M. Bartunek, Boston College;

Arthur Brief, U. of Utah;

*Prithvairaj Chattopadhyay, Australian
Graduate School of Management;*

*Robert L. Dipboye, University of Central
Florida*

*Marta M. Elvira, Lexington College;
Charmine E. J Hartel, Monash U.,
Clayton;*

Michelle R. Hebl, Rice U.;

Susan E. Jackson, Rutgers University

Katherine Klein, U. of Pennsylvania;

Alison Konrad, U. of Western Ontario;

David A. Kravitz, George Mason U.;

*Barbara S. Lawrence, U. of California,
Los Angeles;*

Pushkala Prasad, Skidmore College;

Maureen Scully, U. of Massachusetts;

Phyllis Tharenou, U. of South Australia;

*Elaine Yakura, Michigan State
University*

Call for Papers: Canadian Journal of Administrative Sciences

Gender and Diversity at Work: Changing Theories, Changing Organizations

Deadline for Submission: **September 4, 2007**

Guest Editors

Jean Helms Mills

Saint Mary's University

Gloria Miller

University of Regina

Albert J. Mills

Saint Mary's University

Managing diversity at the workplace presents as many dilemmas as triumphs, and is constantly fraught with innumerable tensions, conflicts, and contradictions. . . . Yet, much of the management literature on workplace diversity (with few exceptions) tends to ignore or gloss over these dilemmas while continuing to stress the potency of workshops and training to accomplish the goals of workplace diversity. . . . Given the magnitude of the diversity movement, it is quite surprising to find that few scholarly attempts have been made to understand exactly what it offers and how it might be influencing organizational change (Prasad and Mills, 1998: 5)

What does it really mean to say that an organization itself, or an organizational policy, practice or slot in the hierarchy, is "gendered"? In simpler terms, how do we know a gendered organization when we see one? This question is an important one, not only for the sake of theoretical and conceptual clarity, but also because the lack of precision with which the concept has been defined in much empirical work has potentially profound implications for the prospect of meaningful social and organizational change. (Britton, 2000: 419).

In recent years there has been debate not only around the application of theories of gender and diversity to organizational change but also around contestation of the theories, or key aspects of the theories, themselves. That has been particularly the case in regards to 'diversity' and 'diversity

management' but also, to some extent, feminist theories of gender at work. In this special issue we are looking for papers that explore the relationship between theories of workplace discrimination and organizational change. In particular we encourage submissions – from a variety of perspectives and methodological approaches – that reflect on theories of gender and/or diversity and their potential to engender organizational change. Papers can include, but are not limited to:

- Accounts (or analyses) of on-going programs of organizational change aimed at addressing discrimination
- Meta analyses of extant theory within a given area of gender or diversity research.
- Case studies of diversity change programs
- Assessments of the relationship between gender and diversity theory, organizational change, and methodology.
- Theoretical contributions to existing debates around gender, diversity, and organizational change.
- Socio-historical accounts of anti-discrimination practices and policies over time
- Cross-national comparative analyses of feminist (or diversity focused) strategies of change.

All submitted papers must adhere to format guidelines of the American Psychological Association (APA format). Please visit the CJAS website at: cjas.mcmaster.ca for further APA guidelines. Please email submissions to cjas@mcmaster.ca to the attention of the guest editors and indicate in the subject heading that the submission is intended for the Special Issue on "Gender and Diversity at Work: Changing Theories. Changing Organizations". **All submitted papers to CJAS will undergo a "blind" peer review.**

NOTE: Papers that are not accepted for the special issue but which successfully make it through the peer review process will be considered for publication in a regular issue of the journal.

Canadian Journal of
Administrative Sciences



Revue Canadienne des
Sciences de l'Administration

In Memoriam: Ellen Fagenson Eland

Ellen Fagenson Eland, professor of management and a leading expert in business mentoring, died on Sunday, Sept. 25, 2005, after a long illness.

“Ellen has made so many impressive contributions as both a teacher and scholar,” says Richard Klimoski, dean of the School of Management. “Her expertise and insights have received national recognition, both in the media and by her colleagues in management education. She has also had a profound influence on so many students in the classroom – she will be sorely missed here at Mason.”

Eland leaves an impressive legacy of achievements as a scholar. She is best known for her groundbreaking work on diversity and mentoring in organizations. Her outstanding contributions to the field were recognized by the Academy of Man-

agement in 2003, when the organization granted her the distinguished Mentoring Best Practices Award.

Eland presented more than 60 papers in academic journals, books and at national and international conferences, including the Journal of Applied Psychology, Journal of Applied Behavioral Science, Journal of Organizational Behavior, Journal of Vocational Behavior, Journal of Business Venturing, Journal of Business Ethics and Journal of Management Development. She also published a book, “Women in Management: Trends, Issues and Challenges in Managerial Diversity,” in 1993.

Her work received many honors and awards and has been quoted extensively in such media outlets as the New York Times, Washington Post, USA Today, U.S. News and World Report, Voice of America, National Public Radio and

Washingtonian Magazine.

She served as the associate editor of the Academy of Management Executive and as the former chairperson of the Women in Management Division and the Careers Division Steering Committee of the Academy of Management. She received her PhD from Princeton University and was a postdoctoral fellow at Columbia University.

A memorial service to honor and remember Eland’s achievements in education and in life, took place on campus on Friday, Oct. 21 in the Center for the Arts.

The Mason Gazette



In Memoriam: Su Olsson

Su Olsson died on Saturday morning, 10th September, 2005, in Christchurch, New Zealand.

Su was taken ill in Honolulu at the 2005 Academy of Management Conference, where she had been invited to participate in a workshop on Women on Boards of Directors. A co-authored paper was also presented at the conference.

Su will be sadly missed, but her contribution, and in particular her work around gender issues, will endure as a model for New Zealand management students.

In particular, her work on The 2004 New Zealand Census of Women’s Participation in governance and professional life established this as the reference document for the progress of Women on Boards of Directors in New Zealand.

Su was Senior Lecturer, Department of Communication and Journalism, Massey University, New Zealand, and one of the leaders of the New Zealand Centre for Women and Leadership. The many facets of Su’s life included actor, waitress, cleaner, photographer, bank-clerk, primary school-teacher, mother, extramural student, writer of fiction. A turning point came

when she chose between theatre work and a PhD in English. She was exhilarated by the creativity and risk-taking of communication students.

Memorial services for Su took place in her home town, Palmerston North, New Zealand.

*Rosanne
Hawarden
Massey
University*



In Memoriam: Saroj Parasuraman

It is with deep sadness that we announce the passing of Saroj Parasuraman after a long illness. Saroj retired from the faculty of Drexel University's LeBow College of Business in 2001 as Distinguished University Professor and Professor Emeritus. During her extraordinarily distinguished career, Saroj made sustained and highly significant scholarly contributions to management and organizational behavior, initially in the area of job stress and subsequently in the intersection of gender, work, and family for the past 20 years.

Saroj received a Ph.D. in Management from the State University of New York (SUNY) at Buffalo in 1977. She served on the faculties of SUNY Fredonia, SUNY Buffalo, and Wayne State University before joining the Drexel University faculty in 1983.

Saroj devoted her career to conducting high-quality scholarly research and nurturing the scholarly activities of her colleagues and Ph. D. students. The author of one book and more than 40 journal articles and book chapters, she was recognized for her scholarly accomplishments by Drexel University, which awarded her its prestigious Research Achievement Award in 1996, and by the Gender and Diversity in Organizations Division of the Academy of Management, which bestowed upon her the Sage Distinguished Scholarship Award in 2002.

Saroj served her students and profession with enthusiasm. She supervised 5 Ph.D. students and served on countless other dissertation committees, always improving the quality of the research with her unique blend of rigor and compassion. She was especially proud that she co-authored research publications with no fewer than 7 of her Ph.D. students. Saroj had been a member of the editorial review boards of the Academy of Management Journal and the Journal of Vocational Behavior and served as the Book Review Editor of the Journal of Organizational Behavior.

Saroj embodied the qualities of a true scholar: intellectual curiosity, critical thinking, a passion for her field, methodological rigor, and humility. Saroj's colleagues and students continue to be inspired by her extensive knowledge, her high standards of excellence, an intuitive sense of fairness, her kindness, and her sense of humor.

A memorial service was held on Saturday, December 2, 2006, in the Washington, DC, area. She is greatly missed as a teacher, colleague, and friend.

Jeffrey H. Greenhaus
Drexel U



If you would like to honor a colleague who has passed away...

Please send tributes to the Website Manager for posting :

Rosanne Hawarden,
Graduate School of Business
Massey University, New Zealand
rosanne@computer-nz.com
+64 21663570

E-mail contributions are preferred (with Microsoft Word, PDF or Rich Text Format (RTF) attachments).

If you would like to send in material via **regular mail**, please use the following address:

Rosanne Hawarden
P O Box 29-251
Christchurch
New Zealand

Academy of Management 2007 Conference: Caucus Submissions

Submission Deadline: March 1st, 2007

“Caucuses are round table discussions usually scheduled on Monday and Tuesday during the conference. They offer a convenient, informal way for Academy members who share a topical interest or a professional concern to find one another and to develop a sense of community.”

If you have any questions, please email the Caucus Session Chair (Arup Varma) at avarma@luc.edu. (NOTE: Please be sure to include the term “caucus” in the subject window).

Note: more information on caucuses is available at the 2007 Conference Website: <http://meeting.aomonline.org/2007/>



Upcoming Nominations for GDO Election

Now is the time to begin thinking about nominating people or self-nominating to be considered for the election slate for GDO positions. Nominations will be accepted within the next few weeks using the Academy of Management electronic nominations process, and the election will also be conducted electronically. In determining the final slate from the nominees, the nominating committee (chaired by Immediate Past Chair, *Martin Davidson*) will consider such things as:

- past involvement in GDO division scholarly activities (e.g. presentations, reviewing, session chair or discussant)
- past involvement in scholarly activities related to those covered in the domain and content of GDO, but with other organizations or entities (e.g. European Group and Organization Studies, etc.)
- publications within the domain of the GDO division (e.g. academic, practitioner, or textbooks)
- work experience at an international university
- service to the GDO division (e.g. committee chair, committee member)
- GDO-related teaching and consulting
- service to organizations which contribute to the mission of GDO (e.g. diversity task force at one's institution, community initiatives, etc.)
- minimum two years mem-

bership in the GDO division

- the mission and domain statement of the division

If willing to run for office, those nominated will be asked to provide information on the items above, their vision and recommendations for improving the division, and other relevant information not considered above that they deem important. The nominating committee will use these criteria in determining the final election slate. Watch your e-mail boxes for the call for nominations in the coming weeks.

Thank you!

Nominating Committee



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

www.divisions.aomonline.org/gdo

Division Chair:

Myrtle Bell

University of Texas at Arlington

E-mail: mpbell@uta.edu

Need something included in the next issue of the GDO Newsletter?

Contact the editors at:

Raymond.Trau@buseco.monash.edu.au or

beth.livingston@cba.ufl.edu

What is GDO?

GDO covers “content relating specifically to the subject of gender and other identity group relations in organizations and to the influence of identity group relations on the structuring of society and the production of knowledge.”

Major topics of interest include:

- Theorizing and studies of gender
- Theorizing and studies of race or ethnicity, including but not limited to African-Americans, Asian-Pacific Americans, Hispanic Americans, Native Americans and whiteness
- Theorizing and studies of sexual orientation, disability status, age and/or religious differences in organizations
- Theorizing and studies examining the complex interactions among social identities (e.g., the intersection of gender, race and class)
- Theorizing and studies whose central contribution is in articulating emancipatory views of identity group relations in organizations

Member Book Publications

Belle Rose Ragins published an edited book (co-edited with **Jane Dutton**) titled *Exploring positive relationships at work: Building a theoretical and research foundation* (Mahway, NJ: Lawrence Erlbaum and Associates, 2007).

Joan V. Gallos, President of the Organizational Behavior Teaching Society (www.obts.org) and Professor of Leadership at the Henry W. Bloch School of Business and Public Administration, University of Missouri-Kansas City, is editor of the recently published, *Organization Development: A Jossey-Bass Reader* (2006) and accompanying teaching materials to support the volume's use in the classroom and corporate education. Third in the Jossey-Bass Reader series, the book is designed to serve as a one-stop guide to the world of planned change for practitioners and an accessible resource for students interested in OD's past, present, and future.

Myrtle P. Bell published *Diversity in Organizations* (2007), a comprehensive, research-based book for teaching diversity. (Mason, OH: Thomson Southwestern).

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