

**SPECIAL
POINTS OF
INTEREST:**

- Remembering Virginia Tech: We will prevail (page 9)
- Academy of Management Conference 2007 GDO Activities (pages 4-7)

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Gender and Diversity in Organizations

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Report from the Division Chair

Domain and Mission Statement Change:

As you may already know, this spring division members voted to approve a domain and mission statement change for the GDO. Lotte Bailyn worked very hard for more than two years with several other division members and the executive committee to craft the new terminology. Jeanie Forray was most responsible for working with AoM HQ to obtain input and approval from the other division chairs prior to bringing it to the division members for a vote. I thank Lotte, Jeanie, and everyone else who was instrumental in getting the new mission and domain statement approved. The new statement more accurately reflects what we do as a division and what we will continue to do in the field in the future.

Philadelphia Program:

As is apparent from their reports in this issue of the newsletter, our Program Chair, *Jan Cleveland*, and PDW Chair, *Quinetta Roberson*, have developed an outstanding program

for the Academy of Management conference in August. I hope you are planning to attend the conference and especially the business meeting and social on Monday night. At the business meeting we will announce winners for the all of the division awards and recognize those who have served the division in 2006-2007.

Voting for Officers and Service to the Division:

The voting period for GDO division officers closes on May 18. If you have not voted already, please take time to go to the Website now, read the candidates' bios, and vote for candidates whom you think will represent our division well and carry us into the future. In addition, please consider joining committees as they are staffed in early September. Service to the division is rewarding, fun, and helpful to the field.

Virginia Tech:

The tragedy at Virginia Tech reiterates the need

to live every day to the fullest, to love, and to do what we can for others. I think the GDO division members and the work we do each day in teaching, research, and service exemplifies that spirit. Let us continue to remember our colleagues, friends, and strangers at Virginia Tech, those who lost their lives, and the families and loved ones who mourn.

I look forward to seeing you in Philadelphia.

Myrtle P. Bell
Division Chair
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Report from the Program Chair



Jeanette N. Cleveland
 Pennsylvania State
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2007 Annual Meeting of the Academy of Management

“Doing Well by Doing Good”

Philadelphia, Pennsylvania
 August 3-8

We have a great set of activities and sessions. Thank you all for submitting strong papers and symposia! Just a few highlights of our 2007 division events:

First, this year, GDO will begin the conference Monday morning with a *Welcome to GDO Continental Breakfast* at 8:30 am in 107B at the Convention Center. GDO values all of its members and we want to specifically welcome and thank new members, international members who travel long distances to attend our sessions and all GDO committee members who volunteer their time and resources to make GDO run smoothly. Everyone is welcome.

GDO Business Meeting and Awards Presentation will be Monday, August 6, 5:30 to 7pm in 107B Convention Center. It is followed by the *GDO reception*.

GDO Social Hour – 7pm to 8:30pm in 108A Convention Center: A special welcome to new members, international members and a thank you to all GDO committee members. All members, please join us!

Other key program events:

Sunday, August 5 – *LGBT Reception* at 8pm -Liberty

Ballroom C in the Marriott
 All friends, colleagues and members welcome!

Monday, August 6- *Town Hall Meeting* (contributed by Coalition): 4:10-5:30 (although may run longer) in Convention Center, 108A.

This year’s meeting theme focuses on “Doing Well by Doing Good.” The meeting will be held on Monday. The theme 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 importantly, to plan our future course, directions and activities for the upcoming year.

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.

Again, the *Town Hall Meeting*

will be scheduled on Monday afternoon, August 6, just prior to the *GDO Business Meeting*, at 4:10-5:30 in 108A Convention Center.

We have a great line up of *Showcase Symposia*, *Paper sessions*, *Interactive Paper Sessions* and *Visual Presentations*. Our Showcase Symposia are scheduled as follows:

Showcase Symposia:

Monday, August 6

8:30 - Marriott, Grand Ballroom C- *Does it pay to be sensitive?*

10:40 - Loew’s Regency Ballroom A – *Why so few women leaders?*

12:20 - Loew’s Regency Ballroom A - *The embeddedness of diversity*

Tuesday, August 7

8:30 -- Loew’s Regency Ballroom A -*Faultlines and group processes*

10:30- Marriott, Grand Ballroom C – *The poor are still with us*

Paper Sessions:

Further, our 21 Paper Sessions are composed of 3-4 papers only. GDO will continue to promote paper sessions that are conducive to member/audience discussions and interactions with the presenters. Therefore, many paper sessions have only 3 papers to maximize the presentation and participation of our members. A more detailed description of the roles of the Chair, Dis-

(Continued on page 3)

Report from Program Chair: Continued

cussant, Presenters and audience in these sessions is described below.

GDO Paper Sessions: Promoting Dialogue in Paper Sessions

Presenters and attendants want to discuss the papers as well as to meet each other but too often paper sessions have deteriorated into a series of impersonal, one-way talks. With the support of Ken Smith, Tom Lee, and other members of the Board of Governors, the ONE division implemented a structure to encourage discussion in the paper sessions last year in Hawaii, 2005.

Survey results indicated that the vast majority of attendants found the following structure stimulating and very much want the innovation continued. The session chairs reported that that attendees asked good questions, gave presenters useful feedback, held interesting discussions among them-

selves and felt involved. Therefore, GDO will continue to use this structure for all paper sessions in Philadelphia, 2007.

The Basic Structure:

The Chair introduces the session, indicates that meeting new people is important, asks people to find someone they do not know, and to introduce themselves (5 minutes).

The first paper is presented (10 minutes).

The Chair asks people in their pairs to discuss one thing they have learned from the paper and one question they have (5 minutes).

The Chair opens up the discussion for all and the presenter responds to questions and comments (5-10 minutes).

Steps 2 through 4 are repeated for each of the remaining papers.

The Discussant concludes with a general discussion about how the papers relate to each other and to central issues in management (5 minutes).

At the end of the session, people should thank their partners for helping them discuss the papers and learn.

Please contact me if you have any questions about the conference. All the best and I look forward to meeting or seeing you again in Phillipie!

Jan Cleveland, Program Chair
Pennsylvania State University
Email: janc@psu.edu

Report from the PDW Chair

Pre-Conference Workshop (PDW) Update

2007 Academy of Management Conference, Philadelphia, PA

Exciting plans are taking shape for the Gender and Diversity in Organizations' pre-conference workshops at the Academy of Management 2007 meeting in Philadelphia, PA! This year's Professional Development Workshop (PDW) program is jam-packed with exciting learning, development, and sharing opportunities for GDO members. The PDW program begins on Friday August 3rd at 1:00pm and runs until Sunday August 5th at 12:00pm. Along with the annual doctoral consortium, we are planning an assortment of interesting and informative workshops this year. The *workshop summary table* on the following pages includes all GDO-sponsored PDW's to help you to navigate the program and build your per-

sonal PDW schedule. Please note that the times and locations of some sessions may change, so be sure to check details in the final program. Please also note that many of these workshops recommend or require pre-registration, as indicated by an asterisk (*) in the table. To streamline the registration process, the Academy has instituted a new central PDW registration system so that, unless specifically directed otherwise, you should register for all PDW's at <http://apps.aomonline.org/PDWReg>.

In addition to the workshops highlighted in the table, GDO is co-sponsoring over ten workshops with other divisions. Such workshops cover a range of topics, including crafting qualitative research papers, surviving parenthood and succeeding in academia, raising our expertise in chairing dissertations, and teaching 21st century management. I hope that

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. Many thanks in advance to all PDW organizers and participants – I look forward to a fantastic PDW program!



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

PDW Summary Table

	TITLE	LOCATION	NOTES
Friday, Aug. 3 1:00 – 5:00pm	Coalition For Faculty Diversity Publishing Workshop*	PA CC: Room 104A	Interested Junior Faculty must submit a manuscript to Raymond Trau (raymond.trau@buseco.mon ash.edu.au) by June 1 for review.
Friday, Aug. 3 3:30 – 5:00pm	Integral Communication: Mindful Skills for Relational Leadership*	PA CC: Room 111B	
Friday, Aug. 3 6:00 – 8:00pm	GDO Doctoral Consor- tium Reception with GDO Officers and Execu- tive Committee*	PA CC: Room 111B	Registration codes for this session may be obtained from the Doctoral Consor- tium organizers. For more information, contact Stacy Blake-Beard (stacy.blakebeard@simmons .edu)
Saturday, Aug. 4 8:00am – 12:00pm	Principles Of Mindful, Inclusive Leadership: A Philadelphia Experience*	PA CC: Room 104A	
Saturday, Aug. 4 8:00am – 5:00pm	Gender and Diversity in Organizations Doctoral Student Consortium*	PA CC: Room 111B	Registration codes for this session may be obtained from the Doctoral Consor- tium organizers. For more information, contact Stacy Blake-Beard (stacy.blakebeard@simmons .edu)
Saturday, Aug. 4 8:30am – 12:30pm	International Diversity Incubators	PA CC: Room 112B	
Saturday, Aug. 4 10:30am – 12:00pm	Women's Empowerment in the Corporate World: Work- place Practices that Pro- mote Development	PA CC: Room 104A	

PDW Summary Table Continued

	TITLE	LOCATION
Saturday, Aug. 4 12:00pm – 1:30pm	So You Want to Be a Leader in Higher Education? Develop- ing Leadership as Women	PA CC: Room 112A
Saturday, Aug. 4 1:00pm – 5:00pm	Workshop on Feminist Theory and Organization Studies*	PA CC: Room 104B
Sunday, Aug. 5 8:00am – 12:00pm	Teaching Courses on "Diversity in Organizations"*	PA CC: Room 111B
Sunday, Aug. 5 10:00am – 12:00pm	Religion and Work: Developing a Research Program in an Understudied Area	PA CC: Room 103B

Member News

There are many GDO members who have won awards in other divisions or organizations, and here are some names to add to that list. **Sherry E. Sullivan** and **Lisa A. Mainiero**, both GDO members, along with **Yehuda Baruch**, won the Michael J. Driver Best Careers Paper in the Southwest Region at the recent meeting of the Southwest Academy of Management. The title of the award winning paper was "The Changing Nature of Career Management: Past, Present, and Future." Sherry has won this award for the past three years in the Southwest region, although with different co-authors. This paper will now be entered into the competition for the Michael J. Driver Best Careers Paper in the Regions. Sherry has already had some success at the national level, winning this award, too, last year. We wish Sherry, Lisa, and Yehuda success in the competition this year - *Gayle Baugh*.

Erica Gabrielle Foldy, Assistant Professor of Management at the Wagner School of Public Service at New York University, has been chosen as a Russell Sage Visiting Scholar for 2007-08. She will spend the year analyzing data and writing up results from a three-year, multi-method study of teams in a child welfare agency. The research question of the study is "what enables and inhibits learning in racially diverse

teams?" Data includes surveys, interviews, observation of team meetings, and archival material; informants include team members, team supervisors, consultants advising the teams, and families with whom the teams are working. **Robin J. Ely** is a senior advisor on the project.

Douglas Johnson recently received the 2007 Essence Distinguished Faculty/Staff Award for outstanding commitment to diversity and student development at Georgia Southern University. This award is sponsored by the Multicultural Student Center. Douglas was also invited to serve on the American Institute for Managing Diversity 21st Century Program Planning Council. Douglas will start at Georgia Gwinnett College as an Associate Professor of Management in the Fall.

Congratulations to **Gayle Baugh**! Her article on Leader Member Exchange was ranked #2 in the list of most cited articles published in the Group and Organization Management journal. Gayle also currently serves as the 2007 Southwest Academy of Management President.

GDO Doctoral Student Consortium

The Gender and Diversity in Organizations Doctoral Student Consortium at the Academy of Management meetings includes of 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 gender and/or diversity 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 starts in the early evening on Friday, August 3rd with a reception hosted by the GDO Division Officers and Executive Committee and ends in the late afternoon on Saturday, August 4th. The program on Saturday includes an informal lunch with journal editors from a number of schol-

arly 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):

Lynn Bowes-Sperry (Western New England College)

Betsy Cooper (University of Rhode Island)

Robin Ely (Harvard University)

Erica Foldy (New York University)

Katherine Giscombe (Catalyst)

Ellen Kossek (Michigan State University)

Carol Kulik (University of South Australia)

Denise Lewin Loyd (Massachusetts Institute of Technology)

The Consortium has open enrollment to ensure that students from all areas and 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. 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

Please apply as soon as possible, but no later than July 13, 2007. Send application materials via email to the 2007 Doctoral Consortium Coordinator:

Stacy Blake-Beard, Ph.D.
Associate Professor of Management
School of Management
Simmons College
409 Commonwealth

Avenue
Boston, MA 02215 USA
Office: 617.521.3833
Fax: 617.521.3880

Email:
stacy.blakebeard@simmons.edu

**2007
Academy of
Management
Conference,
Philadelphia,
PA
Friday,
August 3 &
Saturday,
August 4**

**Application
Deadline:
July 13, 2007**

Coalition for Faculty Diversity Research

Publishing Workshop

**2007 Academy of Management Conference,
Philadelphia, PA**
Friday, August 3, 2007, 1PM – 4:50PM
**Manuscript submission deadline: May 30th,
2007**

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

PDW Organizer: *Raymond Nam Cam Trau,
Monash University
(raymond.trau@buseco.monash.edu.au).*

Working Paper Reviewers:

Judith Clair (Boston College)

Jean M. Bartunek (Boston College)

Arthur Brief (University of Utah)

*Prithvairaj Chattopadhyay (Australian Graduate
School of Management)*

Marta M Elvira (Lexington College)

Charmine E J Hartel (Monash University)

Michelle R Hebl (Rice University)

Katherine Klein (University of Pennsylvania)

Alison Konrad (University of Western Ontario)

David A. Kravitz (George Mason University)

*Barbara S. Lawrence (University of California, Los
Angeles)*

Pushkala Prasad (Skidmore College)

Maureen Scully (University of Massachusetts)

Phyllis Tharenou (University of South Australia)

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 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 she/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 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.

Academy of Management New Doctoral Student Consortium

Philadelphia, Pennsylvania - Saturday, August 4, 2007

Welcome to the Academy! The New Doctoral Student Consortium (NDSC) is part of the Academy of Management's commitment to the professional development of its new and prospective members. NDSC is designed by doctoral students for doctoral students and is aimed at students in their first or second year of a doctoral program. The consortium addresses the real life issues facing doctoral students from getting to develop research interests, through the publishing process, and beyond. NDSC provides an opportunity for new doctoral students to interact, discuss, and learn from the Academy's leading members and the world's leading academics.

The NDSC will be held in Philadelphia, Pennsylvania on Saturday August 4, 2007 from 8:55am to 4:40pm. By attending this year's consortium, new doctoral students will meet some of the Academy's most distinguished members and academicians, as well as other doctoral students who also share similar experiences and interests. The sessions at the 2007 NDSC will include: beginning your career as a new scholar, how to get the most out of Academy of Man-

agement, how to work synergistically with co-authors and academic advisors, how publish in the top academic journals, and much more. In addition to these sessions, you will have the opportunity to network and meet many of your fellow new scholars in close, friendly environment. Also, question and answer sessions will be available for you to inquire and receive answers to your questions from fellow academics at all levels of experience.

Light refreshments and lunch will be served during the consortium and an "NDSC Reception" will also be held following the consortium at 6:00 pm for all doctoral students and faculty presenters.

The NDSC is becoming a major pre-conference event for doctoral students! **Pre-registration is required.** Attendance is limited to 150 participants. **Registration is free and now open at:** <http://group.aomonline.org/ndsc/NDSC%202007.htm>. You may contact Christine Silva, Marketing and Registration Chair, at ndsc2007@hotmail.com for more information.

We look forward to seeing you in Philadelphia!

Member Publications and Acknowledgement

Margaret Karsten recently published an edited book titled *Gender, Race, and Ethnicity in the Workplace* (Westport, CT: Praeger). Many GDO members contribute to this 3-volume set. If you need further information, search for her name at www.greenwood.com.

Patrick McKay, Derek Avery, Scott Tonidandel, Mark Morris, Morela Her-

nandez and Mikki Hebl published the following article:

McKay, P. F., Avery, D. R., Tonidandel, S., Morris, M. A., Hernandez, M., & Hebl, M. R. (2007). Racial differences in employee retention: Are diversity climate perceptions the key? *Personnel Psychology*, 60, 35-62.

Acknowledgement:

Emerald Press is proud to sponsor GDO's Best Student Paper Award.

When a Tragedy Leads to Hope. We Will Prevail!

Where does one start in writing about a tragedy that is far too great for words. The recent shootings at Virginia Tech revealed the worst of human nature. However, the support shown to our campus since this horrific event, along with the actions of our administrators, faculty, staff, students, and police officers has revealed the best of human nature. While words can not express the pain and grief felt, it is also difficult to find the words to express the gratitude to the thousands who have shown support in so many different ways. It is humbling to know that so many across the world care enough to hold their own candlelight vigils, to send us posters with hundreds of signatures and words of encouragement, and to donate to the Hokie Spirit fund to support the victims' families.

The GDO community has also been very supportive with many messages from colleagues that I didn't even know personally, but that felt connected enough to send their thoughts and prayers. It is important to consider elements of diversity related to this tragedy. Three days after the shooting, a friend of mine from Iran said with tears still in her eyes, "I am ashamed to say this, but when we found out that the gunman was Asian, all I could think was, thank God that he wasn't Arab." And I must admit, after spending this year on a task force focusing on Race and the Institution, I had thought about the types of statements and inferences that might have been made if the gunman had been a person of color. However, the gunman was not Middle Eastern, African American, Latino, or White, he was Asian. This reality hit our Asian community very hard. One of our Ph.D. students who is Korean sent us a very heartfelt letter the day of the shootings and you could feel his grief and anguish through his words. Many Asian students felt it necessary to seek refuge in our International Center. I am proud to report that we have yet to hear of any backlash against Asian students on our campus (unfortunately, I am terribly saddened to have just read about an inci-



dent at another university). Our university community is trying to help in every way possible. The following is a statement sent out by our Multicultural Fellows:

"Please report any problems or issues that might seem to be a backlash against Asian or specifically, Korean students. Keep in mind that the unfortunate fact of racism in this country leads to stereotyping and persecuting minority groups if one minority individual commits a crime. This same form of racism and stereotyping does not happen when a white person commits a crime. So, be alert to this form of racism and hate, and please promptly report it. We have a zero tolerance for racism within our family here at Virginia Tech."

Additionally there are brown bag sessions currently being offered titled, "We will Prevail: Sustaining Community in our Classrooms." These sessions offer an opportunity to informally share thoughts and advice about ways faculty and staff can sustain a welcoming classroom and campus climate for all our students. Representatives from the Virginia Tech Asian communities will be present to help facilitate the discussions.

The Spirit of Virginia Tech is as strong as ever. It seems that the strongest sentiment across campus is that we will prevail. We will move forward, but we will never forget. I have heard many say that we will not allow this event to define us. We do have hope. There are so many great things happening at Virginia Tech, and many of them are related to diversity. I hope to share information about one of these great new initiatives in our next newsletter. In the meantime, as eloquently stated at our convocation ceremony by Nikki Giovanni, a world renowned poet, "We are better than we think and not quite what we want to be... We are the Hokies. We will prevail."

Mary Connerley, Virginia Tech

Equal Opportunities International: Call for Submissions



Editor: Mustafa Özbilgin,
Norwich Business School, Uni-
versity of East Anglia, UK.

Email: m.ozbilgin@uea.ac.uk

Professional Insights Editor:
Myrtle P. Bell mpbell@uta.edu

Book Reviews Editor: Finola
Kerrigan [Fi-
nola.Kerrigan@kcl.ac.uk](mailto:Fi-nola.Kerrigan@kcl.ac.uk)

Equal Opportunities International is a triple blind peer-reviewed journal which publishes original, critical and scholarly papers that advance knowledge of all strands of equality, diversity and inclusion in society, work or organizations and seek to inform policy development across these related areas.

International in scope, the Journal welcomes papers which transcend disciplinary silos in equality, diversity and inclusion research and which challenge the limits of existing theoretical frameworks and traditional methodological approaches.

Topics covered by the Journal include equal opportunities, inequalities, diversity, disadvantage, discrimination, inclusion, and integration by gender, ethnicity, disability, sexual orientation, social class, age, and other relevant socio-demographic factors.

Submitting to the Journal

Authors are invited to submit original, scholarly papers to the Editor at the above email address. All papers should be located firmly within the literature and the objectives, methods, theoretical underpinnings and key contributions to theory and method should be clearly expressed. Authors are requested to write in plain English language and in a style that is free from technical terms.

Papers judged to be suitable for the Journal will be blind reviewed by three referees. Authors will receive extensive developmental feedback on their papers from this review process.

Special issues

Equal Opportunities International publishes several special issues each volume. Recent special issues include 'New technology and gendered divisions of labour', 'Gender, Management and Governance in the Public Sector' and 'Politics of Equality: Professionals, States and Activists'.

For further information on the Journal, including Author Guidelines and Calls for Papers for special issues in progress, please see the Journal's web page at www.emeraldinsight.com/eoi.htm

Call for Papers: Kaleidoscope Entrepreneurship

Special Editor: Shawn M. Carraher, Cameron University (scarraher@cameron.edu)

The current business climate requires that organizations, large and small alike, develop the capability to anticipate and respond to changes and opportunities in their internal and external environments. The innovation of products, services and processes and the formation of new business enterprises are important to all economies. Innovation and new business development can be initiated by independent individuals and/or by existing enterprises. This special issue shall focus on the kaleidoscope aspects of entrepreneurship in that individuals rearrange the aspects of their lives in order to have better occupationally oriented experiences over their lifetimes as suggested by the Kaleidoscope Career Model (Mainiero & Sullivan, 2006). The term kaleidoscope entrepreneurship refers to the many different ways of viewing entrepreneurship whether academically or as a practitioner, from an individual, organizational, or societal level; or from a basis in economics, sociology, or psychology. All topics related to entrepreneurship are invited for submission. Of special interest shall be papers that examine multiple aspects or lenses of entrepreneurship at the same time.

All submissions should be submitted electronically by June 10, 2007. Individuals willing to serve as reviewers are also needed.

Human Relations Special Issue Call for Papers: Work-life initiatives and organizational change

Guest Editors: *Ellen Ernst Kossek (Michigan State University, USA), Leslie B. Hammer (Portland State University, USA), Suzan Lewis (Middlesex University, UK)*

In order to adapt to a changing workforce with growing family and nonwork responsibilities, employers are devoting increasing organizational resources toward enhancing **structural and cultural/relational support for work, family and personal life**. Examples of structural support may include but are not limited to the adoption of work-life policies and practices (e.g., flexible work schedules, teleworking and virtual arrangements, reduced workloads, alternative work arrangements, job redesign, health initiatives to reduce job and family stress, and child and elder care benefits). Examples of cultural and relational support may include but are not limited to efforts to increase instrumental and emotional support of supervisors and co-workers for employees' nonwork demands, and changes in group and organizational values, norms and assumptions about the hegemony of relationships between work and personal life. These structural and cultural/relational change efforts are designed to create healthy work environments with reduced conflict and stress between work and nonwork role demands, and positive relationships between work, family and personal life.

Despite increasing employer and scholarly attention to structural and cultural/relational initiatives to support the integration of work with personal life, greater knowledge is needed regarding their effectiveness, and their relation to work group and organizational change processes and outcomes. The goal of this special issue is to advance our understanding of the degree to which work-life initiatives that are designed to increase structural or cultural/relational support of the work-family – personal life interface benefit the health and well-being of employing organizations and work units, as well as employees on and off the job and their families. We welcome critical approaches to the study of organizational support of work and family.

Potential structural and cultural/relational support of work, family and personal life and relevant processes and outcomes that may be addressed in studies for the special issue include the following as they relate to changes in organizations and work units:

- flexible or alternative work arrangements policies, and practices
- work-life benefits such as child and elder care
- supervisor and co-worker support for family and personal life
- organizational or work group culture and climate
- workload reduction, job design, control, and autonomy over workload
- schedules and locations
- life course approaches
- socio-historical influences and prevailing rhetoric surrounding work-life initiatives

- organizational stratification regarding access and use
- gender and social justice and multiple stakeholder perspectives
- globalization of work in a 24-7 economy
- interaction with basic employment and working conditions such as pay and performance and job security
- processes and models for achieving systemic changes (e.g., changes in structures, cultures and practices) to support a multiple agenda of benefiting employers and workers and their families.
- work group and organizational demography

Regardless of the specific methods utilized, a strong emphasis on theory development must be evident. We welcome critical approaches to research on organizational change and work life initiatives. Although the emphasis in this special issue is on empirical research, conceptual papers that make clear contributions to our thinking about work life initiatives and organizational change that have the potential to stimulate future empirical work will be given full consideration.

Contributors should note:

- This call is open and competitive, and the submitted papers will be blind reviewed in the normal way.
- Submitted papers must be based on original material not under consideration by any other journal or outlet.
- For empirical papers based on data sets from which multiple papers have been generated, the editors must be provided with copies of all other papers based on the same data.
- The editors will select five papers to be included in the special issue, but other papers submitted in this process may be published in other issues of the journal.

The deadline for submissions is **31 January 2008**. The special issue is intended for publication in the first half of 2009.

Papers to be considered for this special issue should be submitted online via www.humanrelationsjournal.org. Please direct questions about the submission process, or any administrative matter, to Alice Gilbertson at editorial@humanrelationsjournal.org.

The editors of the special issue are happy to discuss initial ideas for papers, and can be contacted directly:

Ellen Ernst Kossek: kossek@msu.edu

Suzan Lewis: S.Lewis@mdx.ac.uk

Leslie B. Hammer: hammerl@pdx.edu

Teaching and Training Workplace Diversity: Best Practices and Research Conference

Hosted by the George Mason University School of Management

The School of Management at George Mason University is pleased to invite diversity teachers, trainers and executives to its inaugural conference exploring the latest research and best practices in diversity business education and training. Located on the Fairfax, Virginia campus of George Mason, the conference is scheduled for the weekend of July 13th to July 15th, 2007.

Conference activities will feature a blend of workshops, small group discussions, and keynote remarks designed to meet the interests of these intersecting groups:

Teachers instructing and/or designing academic courses on workplace diversity;

- Diversity trainers in organizations;
- Executives managing diversity programs in organizations; and
- Faculty and practitioners conducting research on diversity teaching and training.

Conference Goals and Topics

The central goal of the conference is to further collaborative initiatives in diversity business education among executives, trainers, teachers, and researchers. Priorities for the conference include:

- To help teachers and trainers increase the impact of their efforts to enhance diversity-related knowledge, attitudes, skills, and behaviors.
- To promote dialogue among teachers, trainers, and researchers surrounding: relevant research in the field; organizational needs and practical issues; emerging issues and ideas worthy of research; and new strategies and methods for diversity training and teaching.
- To help executives and trainers in organization identify ways to optimize the impact of workplace diversity training on organizational, team, and individual performance.

Individuals interested in presenting a workshop or research paper should contact David Kravitz, associate professor of management at George Mason:

dkravitz@gmu.edu. Anticipated workshop and small group discussion topics will include:

- how to define diversity training goals and measure training success;
- applied case studies and experiential learning exercises in business diversity;
- effectively managing training and learning resistance in program participants;
- designing undergraduate and MBA courses on business diversity; and
- best practices in training design to optimize individual and organizational performance.

Research paper presentations will be integrated throughout the conference. Interested faculty will have the opportunity to both present research papers and receive feedback from their faculty colleagues and practitioners in the field. Individuals interested in submitting a paper for the upcoming special diversity issue of the *AMLE* are especially encouraged to participate (*AMLE* submission deadline is September 1st).

Conference Registration, Fees, and Logistics

The conference is slated to commence on Friday, July 13th with a reception and kick-off dinner beginning at 6:00 pm. Sessions will take place throughout the following two days, with the conference concluding on Sunday, July 15th at 2:00 pm. Conference fees include all conference activities and meals (except Saturday evening dinner) and are \$75 for executives, trainers, and faculty, \$25 for students, if received by June 15th, 2007 (registration fees received post June 15th double to \$150/\$50). More information about the conference can be found at

<http://somweb.gmu.edu/diveduc07/>

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**



Division Chair:
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www.division.aomonline.org/gdo

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 Editors Beth Livingston (beth.livingston@cba.ufl.edu or Raymond Trau (raymond.trau@buseco.monash.edu.au)

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