

**SPECIAL
POINTS OF
INTEREST:**

- **New: Gender and Diversity Research Webpage**
- **Information about AOM 2008 in Anaheim, CA**

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Gender and Diversity in Organizations

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Report from the Division Chair

Dear GDO Colleagues:

Welcome to 2008! I hope your year is off to a great start. It is that time of year again – time to nominate outstanding individuals for GDO leadership positions and awards. Please consider nominating a GDO member for the Sage Award for Scholarly Contributions or the Janet Chusmir Service Award. GDO has instituted the Saroj Parasuraman Award for the Outstanding Publication in Gender and Diversity so please nominate the publication(s) from 2007 that you believe deserve special recognition for making a substantial contribution to the field. Details on these awards are provided in this newsletter and on the GDO web-site.

An Ad-Hoc committee was struck to examine and revise our Division bylaws and bring them up to date with current practices of the Division. If you have any comments that you would like to share with the Bylaws Committee, please contact the committee chair, Ron Ophir (ophir@yorku.ca <<mailto:ophir@yorku.ca>>) by February 19, 2008.

Speaking of committees, I would like to welcome Anne Davis (Alliant International

University) to her new position as Associate Newsletter Editor. I would also like to acknowledge the following individuals for beginning or continuing to serve on GDO committees.

Sage Award for Scholarly Contributions to Management

Chair: Laura Morgan Roberts, Harvard Business School

Members: Joy Beatty, University of Michigan, Dearborn; Beth Chung-Herrera, San Diego State University; Dorothy Perrin Moore, The Citadel; S. Antonio Ruiz-Quintanilla, Cornell University

Sage Dissertation Award

Chair: Robin Church, Ryerson University

Members: Erica Foldy, New York University; Mary Graham, Clarkson University; Joann Keyton, North Carolina State University; Lori Paris, California State University, Bakersfield; Marla Baskerville Watkins, Tulane University

Dorothy Harlow Best Paper Award

Chair: Derek Avery, University of Houston

Members: Aparna Joshi,

University of Illinois, Urbana-Champaign; Deborah Litvin, Merrimack College; Lisa Nishii, Cornell University; Ujvala Rajadhyaksha, St. Mary's College; Loriann Roberson, Teacher's College, Columbia University

Janet Chusmir Service Award

Chair: Dianna Stone, University of Texas, San Antonio

Members: Donna Blancero, National Society of Hispanic MBAs; Margaret Lucero, Texas A & M, Corpus Christi; Isabel Metz, University of Melbourne; Miguel Olivas-Lujan, Clarion University/Tec Monterrey, MX

Best Student Paper Award

Chair: Ashleigh Rosette; Duke University

Members: Alexandra Beauregard, London School of Economics; Amy Randel, San Diego State University; Bev Sauer; Georgetown University

Saroj Parasuraman Award for Outstanding Publication in Gender and Diversity

Chair: Jan Cleveland, Pennsylvania State University

Members: Derek Avery, University of Houston; Donna Chrobot-Mason, University of Cincinnati; Erica Foldy, New York University; Mustafa F. Ozbilgin; University of East Anglia

(Continued on page 2)

Report from Division Chair, continued



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



(Continued from page 1)

Archival and Historical Committee

Chair: C. Douglas Johnson; Georgia Gwinnett College

Membership Committee

Chair: Gwen Combs; University of Nebraska, Lincoln

Members: Beth Chung-Herrera, San Diego State University; Christopher Mathis, Jackson State University; Ashleigh Shelby Rosette, Duke University; Jawad Syed, University of Kent

Nominating Committee

Chair: Myrtle Bell, University of Texas, Arlington

By-Laws Committee

Chair: Ron Ophir, York University

Members: C. Douglas Johnson, Georgia Gwinnett College; Eden King, George Mason University

Internationalization Committee

Chair: Doug Creed, University of Rhode Island

Doctoral Consortium Co-Chairs

Stacey Blake-Beard, Simmons College
Susan Kirby, Texas State University

Journals/Publishers Liaison

Chair: Jeanie Forray, Western New England College

Call for Nominations for the 2008 Sage Scholarship Award

Submission Deadline: April 1, 2008

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 Calas and Linda Smircich, Robin Ely, Jeffrey Greenhaus, Laura Graves, Barbara Gutek, Alison Konrad, Carol Kulik, 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. **The deadline for nominations is April 1, 2008.** Send nominations through email to lauramorganroberts@gmail.com.

Contact person:

Laura Morgan Roberts
Harvard Business School
lauramorganroberts@gmail.com

Report from the Program Chair



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

Get ready to attend an exciting conference in Anaheim, CA! With 164 paper and 29 symposium submissions, GDO is poised for a stimulating and engaging scholarly program. This year's meeting theme focuses on "The Questions We Ask", which challenges us to consider the gaps in our current knowledge about the world of organization and management, and what questions we might dare to ask. Through our scholarly program, we look forward to reflecting on the most interesting and meaningful questions regarding gender and diversity in organizations.

Now that submissions are in, I offer my sincerest gratitude to the 328 people, representing 34 countries, who volunteered to serve as reviewers. With so many people offering their time and talent to the Division, the average number of reviews per submission was 3.33 while the average number of assignments per reviewer was 2.10. I'd also like to extend a spe-

cial "thank you" to the 205 reviewers who have volunteered to serve as emergency reviewers. Although I'm sure that GDO reviewers will do a fabulous job of submitting on-time, high-quality reviews, having so many emergency reviewers standing by "just-in-case" already makes life a little less stressful.

As we begin work on the scholarly program, I'd like to bring your attention to several special events so that you can "save the date". On the afternoon of Monday, August 11, we will again be holding a Town Hall Meeting, hosted by the Coalition for Workforce Diversity. Consistent with this year's conference theme, the meeting will be a forum for the Coalition to share its progress and plan its future course, directions and projects for the upcoming year. Following the Town Hall Meeting, we invite you to attend the GDO Business Meeting to get the latest news on the Division's activities and to applaud members who

are receiving awards. And then, after doing the business of the Division, we look forward to seeing you at the GDO Social and Reception. Please keep your eyes open for additional program details, which will be included in the next newsletter.

Remember that caucus proposals are due to the Academy's Caucus Chair, Paul Adler (padler@usc.edu), by March 3. Proposals should contain the title, your name and contact information, a short (i.e., one-page) description of the topic of interest (including key words), and the name of five Academy members who support the proposal. If you have any questions about any other elements of the scholarly program, please feel free to contact me at GDOProgramChair@hotmail.com. Best wishes for a wonderful semester, and I look forward to seeing you in OC!

Quinetta Roberson

Report from the PDW Chair



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

The GDO Division is the primary sponsor of 12 pre-conference Professional Development Workshops (PDWs) and a co-sponsor of 13 additional PDWs. These stellar workshops address research, teaching, and practice issues of importance to the GDO membership. They have much to offer participants at every stage of their careers and are relevant both to those in academia and to those in practice. Furthermore, many take a global perspective. All PDWs relate to the 2008 conference theme, "The Questions We Ask," which is particularly relevant to those of us in the GDO Division. I hope you will plan to join us.

To whet your appetite, I briefly describe the PDWs below. More information will be provided in the next GDO Newsletter and online. The final program should be posted online in May.

All 12 PDWs for which the GDO Division is the primary sponsor will be held in the Hilton Anaheim. They are listed below by probable date, but the schedule has not yet been finalized, so be sure to check the on-line program. Note that pre-registration is required for three PDWs plus the doctoral consortium.

GDO PDWs scheduled for Friday, August 8

Sexual Harassment: Ethical, Methodological and Practical Considerations

This PDW will reinvigorate the discussion around sexual harassment in the workplace. It will take stock of what we know about the area and the gaps in knowledge and the questions that remain unanswered. It will provide a forum for the development of cross-cultural collaboration in researching the identified gaps in knowledge.

Coalition for Faculty Diversity Publishing Workshop

A core goal of this session is to advance the careers of junior faculty – especially those in under-

represented groups – by helping them publish diversity research in refereed academic journals. This assistance will come from leading senior scholars in the field who will review manuscripts submitted by junior faculty in an open discussion, roundtable setting. **[Authors and other participants must pre-register by sending an email to Raymond Trau at Raymond.Trau@buseco.monash.edu.au.]**

Best Disability Employment Practices: Creating and Implementing Changes in Recruiting and Hiring

This session will help participants determine the key stakeholders in their community and who can help make changes in the recruiting and hiring practices of persons with disabilities.

Relocating Diversity: New Questions from New and Old Places

This PDW will challenge the hegemony of U.S.-centered perspectives on workplace diversity in the management literature by bringing together diversity scholars who come from, live in, or conduct research on, other areas of the world, where history and culture provide different contexts for attempting to understand diversity.

GDO Doctoral Consortium (Evening reception)

See Saturday schedule for details.

GDO PDWs scheduled for Saturday, August 9

Diversity & Social Justice: Questions that Transform Lives

This PDW will engage participants in innovative ways to engage in true dialogue that is based on principles of authenticity, curiosity and truly valuing the diverse perspectives of others.

GDO Doctoral Consortium (main session)

This consortium provides a forum for doctoral students to learn from established scholars, network with other doctoral students, grapple with issues facing them on their academic journey and learn more about the GDO division. [Pre-registration is

REPORT FROM PDW CHAIR CONTINUED...

required – the AOM Centralized Registration system will be used. For additional information, please contact Susan Kirby at sk10@txstate.edu.]

Do Ask, Do Tell: A Provocative Dialogue on GLBT Research

This PDW will provide insights and perspectives from diversity scholars who have researched and published germane research questions in an area that some deem taboo – gay, lesbian, bisexual, and transgender (GLBT) issues, and will stimulate a network of scholars who will sustain this critical line of research.

GDO PDWs scheduled for Sunday, August 10

If, When and How? Combining Parenting and Academic Life

This workshop will provide an opportunity for participants to discuss challenges and career implications of a diverse set of parenting situations, including single parenting, gay/lesbian parenting, non-traditional parenting roles, and having a child during early career stages.

Teaching Diversity in Multiple Contexts and Creating a Diversity

This session will help participants learn to teach gender and diversity courses at undergraduate, MBA/MA/MS, and doctoral levels.

Not Either/Or, but Both/And: A Balanced Experiential Inquiry Approach to Diversity Audits

This session links research and teaching in positive organizational scholarship and positive psychology with research and consulting on diversity and inclusion to the conference theme, “The Questions We Ask.”

In Support of Shared Sisterhood: Creating a Space for the Questions We Need to Ask

This PDW will provide an opportunity to explore what we mean by shared sisterhood, the special qualities and needs of women of color, and how others can help women of color survive and thrive in organizations and in the academy. **[Pre-registration is required – the AOM Centralized Registration system will be used. For additional information, please contact Stacy Blake-Beard at stacy.blakebeard@simmons.edu.]**

Diversity Research Incubators: Collaboration Across Countries

Each incubator will consist of members from different countries who have interests in the same area of gender/diversity. Members of each incubator will be provided with contact information for all members in their group and dialogue among group members will begin before the Academy meeting. [Pre-registration is required. Contact Lynn Bowes-Sperry at lbowessp@wnec.edu **before June 25**. Indicate your research interests and country.]

The GDO is co-sponsoring 13 additional PDWs. Because other divisions serve as the primary sponsors, these PDWs will not necessarily be held in the Hilton Anaheim; check the

REPORT FROM PDW CHAIR CONTINUED

on-line program for both location and time

Other PDWs scheduled for Friday, August 8

Ways of Seeing: Appreciative Inquiry, Visuals, Aesthetics & "World Cafe" as Change Agents

Other PDWs scheduled for Saturday, August 9

¿Quién Soy? ¿Quiénes Somos? Latino/a Life Stories and the Questions We Ask and Don't Ask [Pre-registration is encouraged. Contact Bernardo Ferdman (bferdman@alliant.edu).]

*How Can We Improve the Teaching of Theory and Practice in Multicultural Classes?
Ethics in Publishing*

Other PDWs scheduled for Sunday, August 10

*The 16th Annual Craft of Reviewing Workshop
High Impact Consulting: Ensuring Tangible Client Results*

Leadership research, practice, and theory: Asking critical questions and forging collaborations

The Questions Non-US Scholars Ask

The Questions We Ask about Balancing Work and Life: Learning from Our Colleagues

Dare We Ask More Questions about Employee Participation?

The Dark Side of Employees' Behavior: Evaluating Our Questions, Answers, and Future Directions

So you are going to teach, now what? Tips to not only survive but also thrive!

The Nuts and Bolts of the Multicultural Scholars Program: Undergraduate Mentoring at Its Best

COALITION ON FACULTY DIVERSITY TOWN HALL MEETING

The Coalition on Faculty Diversity will be hosting its fourth annual Town Hall Meeting at the Academy on Monday August 11th from 4:10-5:20 p.m. The goal of this session is to share our progress and plan our future course, directions and projects for the upcoming year.

We have much progress to share and much work to plan. During the course of the past 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 and has begun work on a climate survey of AoM members. The Diversity in Action Award team fine-tuned their proposal and submitted it to AoM in December for consideration of an Academy-wide diversity award. Following up on last year's successful PDW session on publishing, the AoM Member Support group successfully submitted another publishing PDW session for this year's Academy. The session is aimed at supporting the careers of underrepresented junior faculty members by helping them publish their diversity research in top-tier outlets. This initiative received the AoM Mentoring Best Practice Award in 2007. (For more information on the Coalition projects please check: <http://division.aomonline.org/GDO/coalition/>)

Please mark your calendars for this important session. The Coalition on Faculty Diversity can make a difference – but only with your help!

—Belle Ragins

AoM COALITION ON FACULTY DIVERSITY

What is the Coalition on Faculty Diversity? The Coalition is a grass-roots group comprised of Academy members interested in increasing faculty diversity in business schools and their affiliates within and outside the U.S. The Coalition is concerned with recruitment, retention and promotion, as well as climate and glass ceiling issues faced by AoM members. We're working on a range of initiatives, such as a Diversity Best Practice Award, a Diversity Census, climate surveys and membership support.

Currently, the Coalition has more than 100 Academy members and 15 advisors representing Academy leadership. In addition, more than half of the Academy Divisions have volunteered to join the Coalition. For more information see:

<http://division.aomonline.org/GDO/coalition/>

How can I get involved? Join our three-step program:

Please make sure you get added to our membership list by contacting Belle Ragins (Ragins@uwm.edu). We currently have 100 members, and would like to double that by next year!

Join our listserv on-line at: <http://aomlists.pace.edu/scripts/wa.exe?SUBED1=COALITION-L> or contact Ron Ophir (Ophir@yorku.ca).

If you're committed to working for change – join one of the work groups listed below; we need your energy and ideas!

COALITION WORK GROUPS

1. Diversity Census

Co-Facilitator: Robyn Berkley
(rberkle@siue.edu)

Co-Facilitator: Chris Brown Mahoney
(cbmahoney@berkeley.edu)

2. Diversity in Action Best Practice Award

Co-Facilitator: Joycelyn Finley-Hervey
(jfinley10@yahoo.com)

Co-Facilitator: Gwendolyn M. Combs
(gcombs@unlnotes.unl.edu)

3. AoM Member Support

Co-Facilitator: Susan Kirby
(prof_kirby@yahoo.com or sk10@txstate.edu)

Co-Facilitator: Belle Ragins (Ragins@uwm.edu)

4. Web and Communications

Co-Facilitator: Ron Ophir (ophir@yorku.ca)

Co-Facilitator: C. Douglas Johnson
(cjohnson@ggc.usg.edu)

Web link: <http://division.aomonline.org/GDO/coalition/>

5. Research Interest Group

Lucrezia Songini (lucrezia.songini@uni-bocconi.it)

Manuela Brusoni (manuela.brusoni@unibocconi.it)

GDO DOCTORAL STUDENT CONSORTIUM

2008 Academy of Management Conference, Anaheim, CA

Friday, August 8 & Saturday, August 9

Application Deadline: July 1, 2008

The Gender and Diversity in Organizations Doctoral Student Consortium at the Academy of Management meetings includes a number of activities for those in the pre-PhD 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, balancing teaching and research...

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, finding the right kind of school...

The Consortium starts in the early evening on Friday, August 8th with a reception hosted by the GDO Division Officers and Executive Committee and ends in the late afternoon on Saturday, August 9th. A final schedule of events will be sent directly to registered attendees.

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. Registration for the Doctoral Consortium will be through the Academy of Management's Central Registration System.

For additional information or questions, please contact:

Susan L. Kirby, Ph.D.

Associate Professor of Management
McCoy College of Business Administration – Rm. 524

Texas State University

San Marcos, TX 78666-4616

Phone: 512-245-3309/Fax: 512-245-2850

prof_kirby@yahoo.com

COALITION FOR FACULTY DIVERSITY RESEARCH PUBLISHING WORKSHOP

Academy of Management Conference, Anaheim, California

Friday, August 8, 2008

Manuscript submission deadline: **June 1st 2008**

PDW Chairs:

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

Robin Ely, Harvard University (rely@hbs.edu)

PDW Organizer:

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

Confirmed reviewers include (in alphabetical order):

Myrtle P. Bell; University of Texas, Arlington

Prithviraj Chattopadhyay; Hong Kong University of Science and Technology

Judith A. Clair; Boston College

David A. Harrison; Pennsylvania State University

Charmine E. J. Hartel; Monash University

Aparna Joshi; University of Illinois, Urbana-Champaign

Alison Konrad; University of Western Ontario

Roy Stager Jacques; Massey University

Barbara Lawrence; University of California, Los Angeles

Anne S. Tsui; Arizona State University

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 June 1st 2008. 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 cri-

teria: (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. Due to the intense nature of the review process, a limited number of manuscripts will be selected for review.

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. Individuals may register and attend this session without having a manuscript under review in order to gain insights into the review process. All participants must pre-register for this session.

Junior faculty who wish to participate in this session must submit their manuscripts to Raymond Trau (raymond.trau@buseco.monash.edu.au) by June 1st, 2008 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.

Contact Person

Raymond Trau, PDW Organizer
Monash University

Email: raymond.trau@buseco.monash.edu.au

THE MANAGEMENT SPIRITUALITY AND RELIGION INTEREST GROUP

2008 Doctoral Student / New Faculty Consortium & Most Promising Dissertation Awards

Academy of Management Annual Conference August 8-9, 2008

Anaheim, California, USA

Consortium Faculty

Consortium Chair: Arthur L. Jue (University of Phoenix / Oracle Corporation)

MSR Chair & Host: Margaret Benefiel (Andover Newton Theological School)

Organizers & Co-hosts: Louis W. (Jody) Fry (Tarleton State University); David Trott (St. Edwards University); Kathryn Goldman-Schuyler (Alliant International University)

Distinguished Speakers: Jay Conger (Clarence McKenna College); Andre Delbecq (Santa Clara University); Ian Mitroff (Alliant International University)

Panelists, Facilitators, and Presenters: Yochanan Altman (London Metropolitan University); Kathy Lund Dean (Idaho State University); Charles Fornaciari (Florida Gulf Coast University); Robert A. Giacalone (Temple University); Prasad Kaipa (Indian School of Business); Mark P. Kriger (Norwegian School of Management); Debu Mukerji (Macquarie University); Sanjoy Mukherjee (Indian Institute of Management – Calcutta); Lee Robbins (Golden Gate University); Gary D. Robinson (Capella University); Carolyn Salerno (Northcentral University)

Ex-officio-MSR Founder: Jerry Biberman (University of Scranton)

Overview

The annual Doctoral Student and New Faculty Consortium continues a tradition of promoting significant and meaningful cross-disciplinary scholarship related to the intersecting domains of management, spirituality and religion (MSR). The Consortium provides an overview of the field of MSR research, its history at the Academy, and the role of MSR in advancing/transferring management theory, education, and practice. It also presents insights for new scholars in the field and/or senior scholars new to MSR research.

A primary purpose of the Consortium is to provide an opportunity for doctoral candidates, new and/or potential faculty, and pracademics (practitioner-academics) from all disciplines to interact with each other and receive mentoring from a broad circle of MSR thought leaders. However, ALL domestic and international doctoral students, new faculty studying or working in the general area of MSR, researchers (whether new to MSR or not), and MSR Interest Group members, friends, and/or supporters are encouraged to attend. A variety of top MSR scholars from

organizations throughout the world will present cutting-edge thinking as panelists, coaches, and dinner/lunch hosts. The Consortium will serve as an intensive networking opportunity, imparting critical skills and strategies for success in the MSR space. Attendees will:

- Obtain valuable knowledge and insights about how to further integrate MSR into their research, teaching, and/or professional areas of practice
- Develop personally and professionally, receiving positive encouragement in their dissertation efforts
- Learn how to better balance career and other aspects of personal-professional life
- Receive feedback from scholars who may become future reviewers of their work
- Create lasting friendships while exchanging experiences with like-minded colleagues from across the globe

This year, the MSR Consortium theme mirrors our Academy conference theme, “The Questions We Ask.” Participants are encouraged to come prepared to contribute ideas about how we can ask the “right” questions within MSR that enable our field to become an increasingly engaged and valued voice in advancing evidence-based management both in the Academy and beyond. As part of the Consortium, we will dedicate significant energy to exploring the most perplexing issues facing our field with the intent of yielding practical wisdom that informs the future direction of our collective study and research.

The Consortium is scheduled to begin Friday night, August 8th (5:30 pm – 9:00 pm) and run through Saturday, August 9th (8:30am – 4:30pm). The first night features a banquet, presentation of Most Promising Dissertation Awards (see below for award criteria), a keynote speaker, and OpenSpace to address critical MSR issues. On Saturday, several traditional activities, experientially-based workshops, and plenary sessions are planned, such as:

- An overview of MSR at the Academy and future directions presented by distinguished MSR leaders
- A presentation of promising MSR research rendered by each of the Most Promising Dissertation Award winners
- A panel of research experts providing MSR dissertation “hints and tips”
- Lunchtime networking with experienced scholars in the field
- Additional sessions on publishing in MSR presented by journal editors and accomplished authors

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- An experientially-based exploration of innovative techniques that demonstrate the art and craft of teaching MSR
- Career-related discussions and roundtables on work-life balance, etc.
- Keynote addresses by internationally recognized scholars and thought leaders

Participation Requirements

Participation in the Consortium is open to all MSR members and anyone interested in MSR. However, pre-registration is encouraged to help plan for food and logistics. Most Promising Dissertation Award finalists will be expected to participate in the entire Consortium. All award finalists, junior faculty, experienced faculty, doctoral candidates, pracademics, and or MSR supporters may pre-register through one of the following two registration websites: (1) [ARC Leadership Group](#), or (2) [Survey Monkey](#). Note: only one registration is required per person and covers both days of attendance at the Consortium. When registering, student applicants should outline their academic background and interest in MSR as well as their dissertation stage and/or topic as appropriate. Attendees may also be sponsored by experienced faculty via the registration form and/or via email correspondence to the Doctoral Student and New Faculty Consortium Chair. Priority will be given to students who are finishing their course of study and who have an expressed interest and/or desire to teach in or research topic(s) potentially relevant to MSR.

Co-sponsors Welcome!

Co-sponsorships for the Doctoral Student and New Faculty Consortium by individuals, academic institutions, and public/private organizations are invited and welcome. All co-sponsors will be recognized during the Consortium as well as in pre-conference communications. This year we are also launching an MSR Endowment Fund for Doctoral Research to ensure MSR's ability to continue its leadership in supporting advanced studies in this field for years to come. If interested in co-sponsoring the Consortium and/or supporting our Endowment Campaign, please contact Arthur Jue, ajue@sbcglobal.net, or David Trott, davidt@stedwards.edu.

Most Promising Dissertation Award Criteria

As part of the annual MSR Doctoral Student and New Faculty Consortium, Most Promising Dissertation Awards are made available annually to doctoral candidates approaching completion of comprehensive exams, beginning the formulation of their dissertation topics, and/or currently performing dissertation-related research.

Purpose

The purpose of these awards is to honor and assist doctoral candidates working in the domain of Management, Spirituality, and Religion (MSR) to develop quality dissertations that can: (1) Integrate management with spirituality

and/or religion, and (2) reflect novel and/or significant evidence-based theoretical and/or applied contributions to the field. As an emerging discipline of scholarship within the Academy of Management, MSR seeks to encourage quality doctoral dissertations as a springboard to ongoing contributory research and inquiry.

Objectives

Most Promising Dissertation Awards provides doctoral candidates with assistance by:

- Acknowledging the value of intended or current dissertation work as competitively reviewed by an international panel of scholars.
- Helping to establish contacts with MSR researchers who share common interests in the proposed or current area of study and who can afford valuable coaching.
- Providing an opportunity (at the MSR Doctoral Student and New Faculty Consortium) to interact with scholars and other doctoral candidates in refining the theoretical and methodological foundations of theses, and to explore action implications.
- Providing funding if/when deemed appropriate and necessary to help offset costs associated with refining and/or implementing research projects.

Submission Requirements

No more than four pages providing an overview ("executive summary") setting forth the topic of interest or study, its relevance to MSR, links to interesting theoretical concerns, preliminary or current methodological approaches, and connection to managerial actions or practice. "Refined" proposals and/or research findings are not required. The purpose of the Most Promising Dissertation Awards is to capture early ideation or research of significant promise and to provide subsequent assistance in the refinement of quality scholarly efforts.

Submissions should generally align with the MSR domain statement: "The study of the relationship and relevance of spirituality and religion in management and organizations. Major topics include: theoretical advances or empirical evidence about the effectiveness of spiritual or religious principles and practices in management, from approaches represented in the literature including religious ethics, spirituality and work, and spiritual leadership, as well as applications of particular religions, and secular spiritualities to work, management/leadership, organization, and the business system; and evaluation studies of the effectiveness of management approaches that nurture the human spirit in private, non-public or public institutions."

Note: submission of material for this award shall be deemed as an acknowledgement by applicants that they authorize the MSR Interest Group to publish photos, biographical information, and/or portions of submitted material for any promotional purposes that the organization may deem appropriate.

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Expectations of Finalists

- Attend the 2008 Doctoral Student and New Faculty Consortium, including the Friday evening banquet where Most Promising Dissertation Awards will be presented (finalists should register via the Consortium registration website).
- Provide a brief overview of the dissertation conceptualization and/or progress at the MSR Doctoral Student and New Faculty Consortium. This is intended to provide the award finalist with an opportunity for feedback and creative sharing.
- Submit a paper reporting on research findings to MSR when the thesis is completed.

Submission Deadline

Award applications should be sent electronically to the 2008 Doctoral Student and New Faculty Consortium Chair and Chair, Dr. Arthur L. Jue, ajue@sbcglobal.net, no later than April 30, 2008. Finalists will be notified approximately two months in advance of the Academy of Management Annual Meeting in order to allow them to make appropriate travel plans for attendance. Additional information on the conference may be found at the Academy of Management website, <http://meetings.aomonline.org/2008>.

Selection Committee

The selection committee for Most Promising Dissertation Awards in any given year may consist of MSR Interest Group officers, distinguished Academy of Management scholars, and external invited reviewers. All decisions by the selection committee are final.

2008 MSR Doctoral Student and New Faculty Consortium Agenda

Friday, August 8, 2008

5:30 – 7:30 pm

Registration, Networking Reception, and Banquet

Welcome -- Arthur Jue, Consortium Chair / U. of Phoenix / Oracle Corp.

Most Promising Dissertation Award Presentations

Opening Keynote Address – Andre DelBecq, Santa Clara University

7:30 – 9:00 pm

OpenSpace on “The Questions We Ask in MSR”

Kathryn Goldman-Schuyler, Alliant International University

Jerry Biberman, MSR Founder / University of Scranton

Saturday, August 9, 2008

8:30 – 9:00 am

Continental Breakfast

Kickoff & Logistics – Arthur Jue, 2008 Consortium Chair

Welcome to MSR – Margaret Benefiel, MSR Chair / Andover

Newton

History of MSR – Jerry Biberman, MSR Founder / Univ. of Scranton

9:00 – 10:30

Review of the Most Promising Dissertation Topics and Work-in-Progress

Gary D. Robinson (moderator), Capella University

10:30 – 10:45

Break

10:45 – 11:45

Making the Most of Your Dissertation: The Art of MSR Research

Kathryn Goldman-Schuyler (organizer), Alliant International University

Kathy Lund Dean, Idaho State University

Charles Fornaciari, Florida Gulf Coast University

Prasad Kaipa, Indian School of Business

Mark Kriger, Norwegian School of Management

Gary D. Robinson, Capella University

11:45 – 1:30 pm

Luncheon & Keynote Address – Ian Mitroff, Alliant International University

1:30 – 2:30

Panel Presentation: “Successful Publishing in MSR”

Jody Fry (organizer), Tarleton State University

Yochanan Altman, London Metropolitan University

Robert Giacalone, Temple University

Sanjoy Mukerjee, Indian Institute of Management - Calcutta

Lee Robbins, Golden Gate University

Jerry Biberman, MSR Founder / University of Scranton

2:30 – 2:45

Break

2:45 – 3:30

Interactive Roundtables: “Teaching and Careers in MSR”

David Trott (organizer), St. Edwards University

Margaret Benefiel, MSR Chair / Andover Newton Theological School

Debu Mukerji, Macquarie University

Prasad Kaipa, Indian School of Business

Lee Robbins, Golden Gate University

Carolyn Salerno, Northcentral University

3:30-4:30

Plenary Keynote Address – Jay, Conger, Claremont McKenna College

CRITICAL GENDER AND DIVERSITY ISSUES IN MANAGEMENT AND ORGANIZATION THEORY

Conveners:

Bendl Regine, Regine.Bendl@wu-wien.ac.at,

Benschop Yvonne, Y.Benschop@fm.ru.nl,

Martin Joanne, martin_joanne@gsb.stanford.edu,

Pringle Judith, Judith.pringle@aut.ac.nz

The aim of this workshop is to bring together international scholars who are interested in critical gender and diversity issues and how these find their way to and have an impact on organization and management theories and practices.

As this contemporary discourse is characterized by disciplinary fragmentation and distinctions, various approaches to gender and diversity issues are welcomed. For example, differences in theoretical approaches may be influenced by geo-political context and create divergence in application to practice. This stream aims to bring together researchers who wish to stress more inclusiveness and cooperation as well as discussing transformation in this field. We strive for an international workshop to be able to discuss local initiatives and examine their impact on the global scale.

Thus, we invite theoretical and empirical papers that can address aspects of the following topics, but are not limited to:

- **Feminist Epistemologies:** Which new feminist epistemological approaches can inform the field and how do they relate to the existing feminist epistemologies? What new perspectives do they open for gender and diversity issues as well as for organization and management theory?
- **Queer Perspectives:** How can queer theory – as theoretical as well as an activist movement – provoke questions about dominant language, knowledge claims and ethics/politics in organizations? Which differences, radical actions and/or alternate political tactics can be brought into existence?
- **Diversity Management:** What role does diversity management play in the reproduction of fixed, dualistic and essentialized identities in organizations? How does diversity management relate to other ways of addressing organizational inequalities? How could an intersectional approach help to form identities beyond binary perspectives? What methods are needed to study identities in organizations that de-

stabilize binary dimensions of identity?

- **Feminist Organization Theory:** What constitutes Feminist Organizational Theory? How can disciplinary, political, theoretical and methodological limits be transcended? What are the paradoxes and problems of acceptance of feminist organization theory as inclusive theory, but outside the mainstream? If Feminist Organization Theory is to become mainstream, what should be done?
- **Theorizing Gender:** Within academic research and popular discourse shades of gender theory are still intertwined with dualistic conceptions of sex. How could gender theory be enlivened to advance an understanding of gender identities independent of this dichotomous foundation?

Gender, diversity and change What changes have decades of feminist and not-so-feminist interventions brought to organizations? What constitutes successful change in this field? Is incremental change the best we can hope for, or are there examples that go beyond small wins? What can be learnt from those cases and their contexts?

The participants of this stream “Critical Gender and Diversity Issues in Management and Organization Theory” will work together for up to one and a half days and discuss each paper.

Each participant will receive copies of all papers by June 15, and would have read them in advance of the workshop. The final form of presenting and discussing the papers will be decided in June. We are thinking about a format in which there is ample time to discuss each paper. Workshop participants should prepare a presentation of one of the other papers and give feedback to improve all of the other papers. However, several other approaches to the discussion are possible and we welcome suggestions from the participants ahead of the workshop.

The motivation for the workshop is simple: neither the PDW nor the main program events at the AOM give us enough opportunity to engage in in-depth discussion of papers in critical management studies. So the workshop will be organized as a series of parallel streams (working groups). Each stream will

(Continued on page 14)

CRITICAL GENDER AND DIVERSITY ISSUES CONTINUED

(Continued from page 13)

consist of people who have contributed papers on a well-defined topic (perhaps with some invited discussants), and the group will work together over the course of the day-and-a-half, going around the room discussing the papers in turn. In order to maximize discussion, authors will not present their own papers, but rather participants will be asked to present and discuss each others' papers. We will also arrange a couple of plenary sessions and some social time where all the participants come together.

The workshop will be conducted at the University of Southern California (an hour by car from Anaheim, where the AOM meetings are being held). We anticipate that the workshop will cost between \$400 and

\$550 per participant (including hotel and food), depending on whether you choose to stay for two or three nights and in single or double rooms.

If you wish to be part of this stream, please submit a 250 word abstract to Regine.Bendl@wu-wien.ac.at, Y.Benschop@fm.ru.nl, mar-tin.joanne@gsb.stanford.edu, and Judith.pringle@aut.ac.nz by **February 20th, 2008**. Please note that submissions can be concurrently on review at the regular AOM 2008 conference as well. The submission of an abstract constitutes a good-faith agreement to submit a full paper for the stream by **June 1, 2008** if the paper is accepted. The final paper should be less than 8000 words in length.

CALL FOR PARTICIPATION : Melbourne, Australia

DIVERSITY ON THE GLOBAL STAGE: SHARING KNOWLEDGE WITH BROADER AUDIENCES

June 5-8, 2008 Melbourne, Australia

Today, persons of color are nearly one-third of the U.S. population and growing, creating more diverse consumer and labor markets. Increasingly, American minorities are shedding national boundaries and establishing a global presence in corporate, entrepreneurial and academic domains. As persons of color and minority-owned businesses become a growing part of global economies, understanding the multitude of new and existing business and management issues for traversing the global arena becomes essential.

The 5th Annual Management Faculty of Color Association (MFCA) Conference will be in Melbourne, Australia June 5 -8, 2008 – hosted by the Melbourne Business School www.mbs.edu. This is the first MFCA conference held outside the United States, representing a new frontier for our organization. The location is an appropriate setting to discuss our presence on the global stage, while sharing our wealth of knowledge from diverse management domains with a broader audience. Thus, we invite submissions for paper presentations (to include works-in-progress), symposia, and career development panels that will allow for engaging discussion within a global frame. We also seek participants for two special panels: **“The Knowledge Supply Chain”** and **“Global Academic Experiences.”** Special consideration will be given to proposals that contribute insights

into the opportunities and challenges faced in changing global business, entrepreneurial, and academic environments, particularly for persons of color.

Submit proposals electronically to:

Quintus Jett, PhD, Dartmouth College, Quintus.R.Jett@Dartmouth.EDU

Deadline for submissions: On or before **February 22, 2008**

Acceptance Notification: On or before **March 7, 2008**

Paper Format: Microsoft Word or PDF formats, Times New Roman 12 pt font, double-spaced, author identifiers removed, pages numbered with running head

Symposia/Panel Format: Title page with names and e-mails of participants, maximum 250 words abstract, ½ page synopses of panelists' contributions

For additional questions regarding the conference, please contact:

Olenda E. Johnson, PhD

U.S. Air Force Academy

2008 MFCA Conference Chair

olenda.johnson@usafa.edu

www.mgtfacultyofcolor.org

PROFITABLE MARGINS: GENDER AND DIVERSITY INFORMING MANAGEMENT AND ORGANIZATIONAL STUDIES

Deadline for Papers: 20th July 2008

Edited by:

Alison Sheridan, University of New England

Judith Pringle, Auckland University of Technology

Glenda Strachan, Griffith University

INDEXED IN: Thomson ISI Science Citation Index/Social Sciences

The *Journal of Management & Organization* (JMO) is currently seeking academic papers for this Special Issue, the purpose of which is to focus on how gender and diversity scholarship can more generally inform our understanding of management and organizations. Submitted papers should focus on the contribution of gender and diversity research to management and organization studies.

Consistent with the *Journal of Management and Organization* format, we seek theoretical and conceptual articles; qualitative and quantitative empirical research articles which include discussion on how gender and diversity research can inform management and organization studies; literature reviews guiding future directions; articles on gender and diversity management education (including curriculum development), embedding gender and diversity in organizational learning and methodological advances. The gender and diversity scholarship has evolved markedly over the past two decades and we believe it is timely for a special issue of JMO devoted to reflections on the lessons learned from it, the application of these lessons to management and organization studies and where the scholarship is likely to move in the next decade. In particular, we are seeking work which provides a comprehensive tracking of the gender and diversity literature to date, with a focus on what the key research themes will be in the future. We welcome submissions from authors in Australia and New Zea-

land, as well as internationally.

We are open to a range of topic areas. Listed below are some issues that we believe would fit well within this issue but this list is not exhaustive:

- Intersections between different identity categories
- Diversity and organizational culture
- Feminist research methodologies applied to organizational research
- Researching diversity between different levels of organizational analysis
- Gender and organizational structure and design
- Gender as a metaphor in organizational analysis

Deconstructing the confluence of gender and sex

Manuscript submissions are invited by the submission deadline and observing Author Guidelines and Journal Style at <http://www.jmanorg.com/authorguidelines/>.

No preference will be given to articles adopting a particular research paradigm and all papers will undergo the double-blind peer review process. The issue will include 8-10 articles of approximately 8,000 words each, and is expected to be published in *Journal of Management and Organization* volume 15/5 (September 2009).

Submission deadline: 20 July 2008.

Further enquiries regarding this special issue may be addressed to Professor Alison Sheridan, School of Business, Economics and Public Policy, University of New England. Email: asherida@une.edu.au

CALL FOR PROPOSALS: RESEARCH IN CAREERS

S. Gayle Baugh and Sherry E. Sullivan, Editors

We are pleased to announce a new series by Information Age Publishing titled "Research in Careers." This five volume series is directed toward the ways in which individuals develop and enact their career in the context of increasing options for career self-definition also recognizing the increasing constraints affecting how careers unfold.

We are currently seeking proposals for the first volume of this series, entitled "Maintaining Focus, Energy, and Options over the Life Span." This volume will examine how individuals pursue their career and keep their career vital over the course of their life. The volume will concentrate on research and theoretical perspectives emphasizing career growth, career renewal, and career change in the context of complex and oftentimes limiting external circumstances. We are interested in fresh scholarship reflecting the dynamics of change over individuals' lives. Proposals that acknowledge the increasing demographic diversity in the workforce and the globalization of careers are especially requested.

Proposals should be designed for a chapter of 37,500 to 56,250 characters, including figures and tables (approximately 25 to 30 pages). Proposals should include:

- Proposed title
- Author(s) names
- Detailed outline of the chapter
- List of potential references
- And how the chapter will contribute to the overall direction of the volume

Proposals are due by February 15, 2008, with the first draft of the chapter due by May 15, 2008. Manuscripts will be subject to a double-blind peer review process as well as being editorially reviewed.

If you have questions, please contact Sherry Sullivan (ssulliv@bgsu.edu or 419-372-2366) or Gayle Baugh (gbaugh@uwf.edu or 850-474-2206). Proposals, in Word format, should be submitted electronically to Gayle Baugh no later than February 15, 2008.

Additional volumes for the Research in Careers series will concentrate on seeking challenge in one's work life, managing work/life balance, searching for authenticity in one's work, and threats and opportunities in the current context of career development. If you have an interest in contributing to future volumes, please contact either of the series editors.

CAREER DEVELOPMENT INTERNATIONAL CALL FOR PAPERS AND SPECIAL ISSUES

Now it is the time to **submit your** paper to the Career Development International. The journal looking for quality submissions, and well as volunteers to review. The Career Development International provides a platform for research that deals with questions of career theory and career theory development, as well as with empirical research in this area, for instance issues related to organizational career strategy, policy and practice. The Journal is international in outlook and has a broad editorial scope which addresses issues of theory and practice from individual, organizational and societal perspectives.

The Career Development International would like to invite authors to **submit proposals for special issues** in the career theory and empirical research area. Proposals must contain the proposed title, description and scope of the proposed issue, the names of guest-editors, and a detailed explanation of the relevance of the topic. Proposals must be no longer than two pages of text and are due **April 1 2008**.

You can learn more about the Career Development International and specific submission guidelines at <http://www.emeraldinsight.com/info/journals/cdi/eabinfo.jsp>. Please let us know if you have any questions. We hope to receive your contribution!

Hetty van Emmerik (H.vanEmmerik@uu.nl) & Jim Jawahar (jimoham@ilstu.edu)
Editors Careers Development International

NOMINATIONS FOR GDO OFFICERS NOW OPEN!

The nomination process for GDO officers will be open from 1/28 through 2/29. As with last year, nominations will be made electronically, using the Academy of Management electronic nominations process. In determining the final slate from the nominees, the nominating committee (chaired by Immediate Past Chair, Myrtle Bell) 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 (committee chair, committee member)
- GDO-related teaching and consulting

- Service to organizations that contribute to the mission of GDO (e.g., diversity task force at one's institution, community initiatives, etc.)
- Minimum two years membership 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 included above that they deem important. The nominating committee will use these criteria in determining the final election slate.

Division service is worthwhile and also fun. Please consider nominating someone or yourself to run for open positions.

Please also **remember to vote** when elections begin. This is your opportunity to have a say in the future of the division and its role in the Academy.

MENTORING LEGACY AWARD CRITERIA

The Academy of Management Mentoring Committee is pleased to invite applicants for the Mentoring Legacy Award. This award is given to recognize scholars whose work has been germinal to the research and study of mentoring. 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 curriculum vita.

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 Mentoring Legacy Award Chair C. Douglas Johnson (drdoug@ggc.usg.edu).

SAROJ PARASURAMAN AWARD FOR THE OUTSTANDING PUBLICATION ON GENDER AND DIVERSITY

In recognition of the best publication (appearing in a refereed journal) in the field of Gender and Diversity during the past full year (2007), this annual award, honoring Saroj Parasuraman, is given to the author(s) of the publication in a refereed journal judged to have the highest potential to significantly impact our understanding of gender and diversity within organizations. There is no restriction on the specific journals in which the publication appears; only that the journal be refereed and that the publication concerns a topic of relevance to this area. Only publications with a 2007 publication date will be considered.

Criteria for Evaluation of Publications

Publications will be evaluated in terms of the following criteria:

1. The degree to which the research addresses a phenomenon that is of significance to gender and diversity in organizations.
2. The potential impact or significance of the publication on gender and diversity in organizations.
3. The degree to which the research displays technical adequacy, including issues of internal validity, external validity, appropriate methodology, appropriate statistical analysis, comprehensiveness of review (if the publication is a literature review), and so forth.

Guidelines for Submission of Publications

1. Publications may be submitted by any member of the Academy of Management. Self- and other nominations are welcome. The Award Subcommittee may also generate nominations. Those evaluating the publications will be blind to the source of the nomination.
2. Publications having multiple authors are acceptable.
3. Publications must be submitted online by **Feb 15, 2008**. Please email your nominations to Jeanette N. Cleveland, janc@psu.edu by Feb 15, 2008.

BOOKS RECENTLY PUBLISHED

Chin, J.L., Lott, B. Rice, J.K. & Sanchez-Hucles, J. (2007). *Women and leadership: Transforming visions and diverse voices*. Malden, MA: Blackwell Publishing.

Korabik, K. Leroy, D. S., & Whitehead, D. L. (2008). *Handbook of work-family integration: Research, theory, and best practices*. New York: Elsevier & Academic Press.

Joan V. Gallos, Professor of Leadership at the Bloch School of Business and Public Administration at the University of Missouri in Kansas City, has edited *Business leadership: A Jossey-Bass reader* (2nd edition, Jossey-Bass, 2008) and created teaching support materials for its use in undergrad, graduate, and corporate education. The volume follows the celebrated *Organization Development* which Gallos edited for the same Jossey-Bass series last year. She created teaching materials for that volume, as well.

Ragins, B. R. & Kram, K. E. (Eds.) (2007). *The handbook of mentoring at work: Theory research and practice*. Thousand Oaks, CA: Sage Publications.

Stone, D. L., & Stone-Romero, E. F. (Eds.). (2007). *The influence of culture on human resource management processes and practices*. New York: Taylor Francis (formerly Lawrence Erlbaum & Associates).

CALL FOR SUBMISSIONS

The Business Journal of Hispanic Research is a peer reviewed research journal focusing on topics that relate to Hispanic business professionals, managers, and executives as well as executives, managers, diversity professionals and others who manage or work with Hispanic business professionals. Our journal serves to act as a conduit between academic research and practice.

Appropriate topics: We encourage a broad range of topics, including, but certainly not limited to:

- Employment: *Talent acquisition, retention, performance*
- Marketing
- Corporate Governance
- Education
- Best practices in organizations
- Entrepreneurship
- Strategic Management

2008 special edition topics:

Women in the workplace
Professional/executive development

Our journal has two sections: An academic scholarly section and an executive section. The academic scholarly section manuscripts can be empirical (quantitative or qualitative) or conceptual, although data based manuscripts are preferred. All manuscripts must include implications or guidelines for practice. Manuscripts submitted to the executive section can include case studies, organizational research executive insights, best practices, etc. Regardless of the section to which manuscripts are submitted, all papers will be double blind peer reviewed by scholars and subject matter experts.

In 2008, we will have two special issues. One will focus on education and professional/

executive development. The other special issue will focus on women in the workplace and feature guest Editor Stacy Blake-Beard, Associate Professor at Simmons College.

Journal Address and Contact Information:

Donna Maria Blancero, PhD

Editor

dblancero@nshmba.org

Pamela Emerson Ey, PhD

Managing Editor

pey@nshmba.org

Associate Editors

Robert G. DelCampo, PhD, Miguel A. Quiñones, PhD, Dianna L. Stone, PhD

National Society of Hispanic MBAs

1303 Walnut Hill Lane, Suite 100

Irving, TX 75038

214-524-7539

Submission Guidelines:

All submissions to the journal should be double-spaced and should begin with a cover page indicating the title of the paper, authors' names, and complete addresses (e.g., author's name, affiliation, address, email address, telephone number). The second page should repeat the title and contain an abstract, but should not list the authors' names or affiliations. The text of the manuscript should begin on page 3, and begin with the title of the manuscript. In order to facilitate blind review of papers, please be sure that no information identifying the authors is included in the text or reference section of the manuscript. Generally manuscripts should not exceed 30 pages, and all manuscripts should use the manuscript style of the American Psychological Association. FPO

GDO MEMBERS' GENDER AND DIVERSITY RESEARCH

Attention GDO Members: We have added a new area to the website for GDO Members' Gender and Diversity Research (<http://division.aomonline.org/gdo/research/MembersGandDResearch.htm>). You are invited to share your recent gender and diversity research publications (journals, articles, books, book chapters) with other division members (only from 2006 onwards, please). Please send only **gender and diversity research contributions** with abstracts and online links to the Website Manager (**Rosanne Hawarden**: rosanne@computer-nz.com) in the format specified.

Please format your information as below when emailing the Web Manager:

- Full citation in AOM or APA Format (except use full names instead of initials).
- Electronic Link to the abstract (or a copy of the abstract that we can create a link to).

- Which of the authors are GDO Division members.
- And the month/year you are submitting the announcement to the website.

Please see the website for examples on the appropriate submission format.

We hope this new resource will be a helpful tool for all GDO members in our quest to build knowledge in the areas of gender and diversity!

RECENT MEMBER PUBLICATIONS

Livingston, B. A., & Judge, T. A. (2008). Emotional responses to work-family conflict: An examination of gender role orientation working men and women. *Journal of Applied Psychology, 93*, 207-216.

Syed, J. (2008). A context-specific perspective of equal employment opportunity in Islamic societies. *Asia Pacific Journal of Management, 25*(1), 135-151.

Syed, J. (2007). 'The other woman' and the question of equal opportunity in Australian organisations. *International Journal of Human Resource Management, 18*(11), 1954-1978.

Thomas, K.M. (Ed.) (2008). *Diversity resistance in organizations*. New York: LEA-Taylor Francis Group.

MEMBER NEWS

Kecia M. Thomas, Ph.D., Professor of Applied Psychology has been named Senior Advisor to the Dean for Inclusion & Diversity Leadership in the Franklin College of Arts and Sciences at the University of Georgia.

Clarkson University Associate Professor of Organizational Studies **Mary E. Graham** and Student Support Services Director **Catherine Clark** have been awarded a \$5,000 grant from the American Association of University Women (AAUW) to conduct salary negotiations training and a negotiations contest for undergraduate students this spring. The grant was one of seven awarded nationally by the AAUW for the 2007-2008 Campus Action Project "Behind the Pay Gap."

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

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 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