

**SPECIAL  
POINTS OF  
INTEREST:**

- **New Chairs: Messages**
- **Calls for GDO service**

# Gender and Diversity in Organizations

VOLUME 10, ISSUE 3

OCTOBER, 2008

## Report from the Division Chair

Hello GDO Colleagues,

Welcome to exciting 2008-2009 year in GDO and the Academy of Management. I am excited about being Division Chair and look forward to working with you throughout an eventful year! However, before I describe the upcoming year, I would like to thank Lynn Bowes-Sperry (now celebrating her time as Immediate Past Chair of the division) for serving as an excellent role model for me. This year, Lynn will be coordinating the GDO officer and executive committee elections. In addition, I want to thank C. Douglas Johnson, who served the last three years as GDO secretary, and give a hearty welcome to Teresa Rothausen-Vange, who is our *new* GDO secretary.

As you know, the 2009 AoM conference in Chicago reflects a new Program design. The Professional Development Workshops begin 8am Friday morning, August 7 and runs until 8pm Saturday night. Sunday, which begins at 9am, is the All Academy Breakfast and Presidential Address Awards, followed by All Academy PDWs, highlighting the conference theme, *Green Management Matters*, All Academy Symposia, Showcase Symposia, and AoM Business meetings. From 6 to 9pm on Sunday, there will be some Division Business Meetings and Social Events.

Monday and Tuesday from 8am to 6:15pm and 8am to 5pm, respectively, is the conference scholarly program. Be sure to check out the AOM fall newsletter and additional information provided by our GDO Program Chair, David Kravitz and our PDW Chair, Diana Bilimoria in this newsletter.

In addition to AoM changes, GDO will be recognizing its 25<sup>th</sup> anniversary as a division at the 2009 conference (it was first called "Women in Management" and subsequently renamed as "Gender and Diversity in Organizations"). I am currently gathering ideas for the celebration and certainly welcome input, and importantly, welcome any sources of funding for this celebration! More to come as the year unfolds.

A primary objective for me this year is to integrate our conference theme, *Green Management Matters*, with a continuation of previous initiatives aimed at improving "internationalization" of the division. I believe that reaching out internationally to develop global alliances are critical and instrumental to the concepts of 'green management' specifically, development, creativity and sustainability of our human resources and organizations, and serve the interests of all GDO members. The leadership of

GDO, under Myrtle Bell and Lynn Bowes-Sperry, have already taken actions to address GDO internationalization including the elimination of the term "Americans" (e.g. African-Americans) from our domain statement, the expansion of our Government Exploratory Relations Committee to include an international component, the inclusion of an International Diversity Incubator PDW at the 2007 conference in Philadelphia, and the formation of an Internationalization Committee (chaired by Dianna Stone, email: ). An important topic of interest to the committee at this time is outreach to members outside of the U.S. who have difficulty attending the AoM conference. The Membership Committee (co-chairs: Charmine Hartel and Mustafa Ozbilgin) will continue to develop and implement ways to help international and new members feel welcome including our Welcome (ing) Continental Breakfast first thing on Monday morning.

Beth Livingston (U. of Florida), our Newsletter Editor, will be rotating off this position over the year. Beth has been working with Ann Davis, currently our Associate Editor, who will rotate into the Editor role. Therefore, we are looking for a creative member who would like to serve as incoming associate Newsletter Editor. So, if you have always dreamed of becoming the Associate Newsletter Editor (or just think it would be a great way to contribute to the division and re-

*(Continued on page 2)*

**Newsletter Editors:**

**Beth A. Livingston,**  
University of Florida  
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**Ann Davis**  
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# Report from Division Chair, continued

(Continued from page 1)



Jan Cleveland  
Division Chair  
Pennsylvania State  
University



ceive thanks and recognition from your peers), please see the section of this Newsletter entitled “GDO needs a new Associate Newsletter Editor.”

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

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

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

**Dorothy Harlow Best Paper Award.** (Chair- Jeanie Forray) Requires several weeks work in early to mid-spring 2007 reviewing selected papers and working with the committee and chair to select the award winner. (See by-laws, online, for more details).

**Janet Chusmir Service Award.** (Chair- Donna Maria Blancero) Requires several weeks work in early to mid-spring 2007 reviewing nominations and working with the committee and chair to select the award winner. (See by-laws, online, for more details).

**Best Student Paper Award.** (Chair- Ashleigh Shelby Rosette) This is a new award funded by Emerald Publishers that will require several weeks

work reviewing selected papers and working with the committee and chair to select the award winner.

**Membership Committee.** (Chair- Charmine Hartel & Mustafa Ozbilgin) This committee works to attract new members and welcomes new members into GDO throughout the year.

**Internationalization Committee.** (Chair- Dianna Stone) Recently established.

**Governmental Relations Committee.**

**Archival and Historical Committee.** This committee is responsible for documenting the past and current achievements of the division, and for overseeing the archival records of the division.

**Media Relations Committee.** This committee is responsible for coordinating the dissemination of scholarship and research on Gender and Diversity in Organizations to the popular and business press by preparing press releases and maintaining ongoing contact with other publications.

**Nominating Committee.** (Chair- Lynn Bowes-Sperry) This committee is responsible for preparing a slate of nominees for division offices and overseeing the mail-in election. The immediate Past Chair will serve as chair of this committee. This committee will operate in accordance with Article V of these Bylaws.

**Journals/publishers Liaison:** This role is responsible for coordinating which firms are supporting which activities and keeping up with it.

I hope everyone is working on their submissions for the 2009 conference program in Chicago and intends to review for the program, and for GDO..

Please feel free to email me any questions, suggestions or input at [janc@psu.edu](mailto:janc@psu.edu).

Cordially, Jan Cleveland

# Report from the Program Chair



David Kravitz  
Program Chair  
George Mason  
University

We had a wonderful 2008 program in Anaheim, with PDW and scholarly program sessions that were interesting, rigorous, and relevant. Our division and our program are what we make of it, so thanks go to those who submitted their work and to those who gave generously of their time and talent to review. Without both, the program would not have been such a success.

As we prepare for the 2009 conference in Chicago, the GDO Division again needs your help! Send us your manuscripts, your papers, your symposia longing to be heard. And please volunteer to hear (review) others' submissions.

**GDO Mission & Domain:** The mission of the Gender and Diversity in Organizations (GDO) Division of the Academy of Management is to generate and disseminate knowledge about gender and diversity within and outside of organizations, to embrace diverse perspectives in organizational research and education, and to support social justice through the inclusion of marginalized voices in members' research and practice. More detail is provided by the domain statement, which can be found at [http://division.aomonline.org/gdo/inside/inside\\_domain.htm](http://division.aomonline.org/gdo/inside/inside_domain.htm).

**Submissions:** The Division encourages all paper and symposium submissions that fit into the Division's domain as described above. We welcome papers from all countries and from all conceptual perspectives. Papers can make theoretical, methodological, or empirical advances. Both quantitative and qualitative research papers are invited.

We especially welcome papers

that fit the conference theme: *Green Management Matters*. In addition to the obvious environmental interpretation, perhaps we should think of the theme as sustainability and note that sustainability has social as well as physical interpretations. Thus, one can think of the sustainability of a group or an organization. Sustainability has been defined as "meeting the needs of the present generation without compromising the ability of future generations to meet their needs."

**Dates:** The submission website is scheduled to open on November 3, 2008. The hard deadline for submissions is 5:00 pm on January 15, 2009.

**Division awards:** GDO paper submissions are eligible to win the following awards, as appropriate and applicable.

The *Dorothy Harlow/McGraw Hill Best Paper Award* will be presented for the best conference paper.

The *Sage Dissertation Award* will be given to the best conference paper based on a dissertation. The dissertation must be defended between January 1, 2008 and December 31, 2008. Papers considered for the dissertation award must be sole-authored. Papers to be considered for this award should be clearly identified as such at the time of submission and the date of the dissertation defense should be noted in the submission.

The *Best Student Paper Award* will be presented for the best conference paper authored by a student. The paper may be co-

authored, but a student who is enrolled in a graduate program at the time of the submission must be the first author. Papers to be considered for this award should be clearly identified at the time of submission and the student's university and status should be noted in the submission.

Papers may be considered for either the best student paper award or the dissertation award, but not both.

**Call for Reviewers:** Because the number of submissions to the GDO Division grows each year, the success of the division's program depends on you joining the ranks of other top-notch volunteer reviewers. The Academy will use a centralized, online reviewing system. Reviewers will be asked to review about three submissions, which will be assigned based on their chosen areas of expertise. As this newsletter goes to press, the procedure for signing up as a reviewer has not been finalized. As soon as I have the information, I will send it to the GDO Division listserv and arrange for it to be posted on the GDO Division website. Papers will be sent out for review around January 16, 2009, and all reviews will be due by February 13, 2009.

If you are not already a member of the GDO listserv, please join us. To join the GDO listserv, or any other Academy of Management listserv, go to <http://www.aomonline.org/aom.asp?ID=203> and follow directions.

If you have any other questions, please feel free to contact me at [gdodak@gmu.edu](mailto:gdodak@gmu.edu) or 703-993-1781. I thank you in advance for your participation in making the GDO Division and its activities so successful!

# Report from the PDW Chair



**Diana Bilimoria**  
**PDW Chair**  
**Case Western Reserve University**

The Gender and Diversity in Organizations (GDO) Division invites proposals for the pre-conference professional development workshops (PDWs) to be held at the 2009 Academy of Management meeting in Chicago, Illinois, USA. PDWs will be held from 8 a.m. to 8 p.m. on Friday 7 August and Saturday 8 August.

The mission of the GDO Division is to generate and disseminate knowledge about gender and diversity within and outside of organizations, to embrace diverse perspectives in organizational research and education, and to support social justice through the inclusion of marginalized voices in members' research and practice.

We encourage submission of PDWs designed to develop and enhance our members' professional and personal skills – especially those related to the GDO Division's mission. We especially invite proposals that relate to the theme for the 2009 meeting: "*Green Management Matters*". We welcome proposals from all countries.

PDW sessions engage participants deeply. They can take any form, including tutorials, panels, roundtable discussions, case studies, developmental experiences, role plays, skill building activities, debates, invited speakers, and town hall meetings. Interactive workshops will be particularly welcomed. In addition, sessions may include practitioners, colleagues from other disciplines, and other types of organizations including corporate, public, and voluntary sector entities. PDWs may be offered on-site or off-site. PDWs provide the opportunity to experiment with new and interactive approaches, so submitters are encouraged to be innovative and thought-provoking. We encourage proposals relevant also to other divisions, interest groups or committees; such co-sponsorships will be determined after submission. Since PDW program space is limited, we welcome proposals that are tightly focused.

PDW proposals should be submitted online at <http://submissions.aomonline.org/2009>. The online PDW submission system opens on Monday 3 November 2008, and the deadline is **Thursday 15 January 2009**. Proposal submission guidelines may be found on the 2009 annual meeting website (<http://meetings.aomonline.org/2009>). Please note that the PDW Program "Rule of Three" applies to the 2009 PDW program – no one may submit or be associated with more than three PDW submissions or appear in more than three PDW sessions during the PDW program.

Please contact Diana Bilimoria, 2009 GDO PDW Chair, at [diana.bilimoria@case.edu](mailto:diana.bilimoria@case.edu) to discuss your PDW ideas or for additional information.

## GDO Needs a New Associate Newsletter Editor!

It's a great opportunity to serve GDO and to get involved. You will (1) compile contributions from GDO members, (2) create PDF and HTML versions of the newsletter using templates (and MS Publisher/MS Word), and (3) interact with fellow members of GDO leadership to facilitate communications with the membership. Newsletters go out three times a year--February, June and October. It's a two year rotation, so associate editors will serve for 2 years total--one as the associate editor and one as the head editor. The year overlap allows for skills to be transferred and for seamless translation between editors.

## Webinar on Entrepreneurship Research and Data

On October 8th, the Kauffman Foundation will host a seminar over the web, which will give a broad overview of the newly available Kauffman Firm Survey, a longitudinal survey of firms that began operations in 2004. These firms are being tracked annually to study financing, innovation, firm dynamics, and more.

After a brief overview of the Kauffman Firm Survey by Principal Investigator Alicia Robb, several researchers using the confidential microdata through a secure data enclave at the University of Chicago, NORC will give brief presentations about their initial findings, which use the Kauffman Firm Survey. Finally, webinar participants will have time to discuss potential research topics and ask questions about the survey data and the research enclave. Registrations are limited so RSVP early.

**Wednesday, October 8th, 2008**

3 pm Eastern/12 pm Pacific Standard Time

75 minutes: Webinar

### **Draft Agenda**

Welcome and Overview (Alicia Robb, UC, Santa Cruz) (5 minutes)

Research Findings (50 minutes)

David Robinson (Duke University): A New Pecking Order (10 minutes)

Sheryl Winston-Smith (Temple University): New Firm Innovation (10 minutes)

Susan Coleman (University of Hartford): Gender and Financing (10 minutes)

Ethan Lewis (Dartmouth University): Labor Market Endowments and Firm Performance (10 minutes)

Jared DeLisle (Florida State University): Capital Structure of New Firms (10 minutes)

Other Research Topics & Questions about using the KFS (20 minutes)

### **For more information:**

[http://www.kauffman.org/kfs/news\\_detail.cfm?news\\_id=319](http://www.kauffman.org/kfs/news_detail.cfm?news_id=319)

# Call for Papers: Journal of Managerial Psychology

Special Issue on **Organizational Psychology and Poverty Reduction**

Guest Editors

Christopher Burt, University of Canterbury, New Zealand

Stuart C. Carr, Poverty Research Group, Massey University, New Zealand

## Context and Rationale

In 2000, the United Nations collectively signed up to the Millennium Development Goals (<http://www.un.org/millenniumgoals/>). These goals focus on the reduction of poverty by the year 2015. They encompass a range of integral human freedoms, from the right to health and education, to gender equity, a clean environment, and fair trade. They are inherently inter-disciplinary. Inter-disciplinarity creates an opportunity for disciplines and professions, who have to date been relatively silent on poverty, to step up and make a contribution. Organizational Psychology is one such discipline and profession.

There are literally millions of organizations worldwide that are focused on reducing poverty, from international aid agencies like the UN and World Health Organization, to Government civil services and national aid agencies, to non-government organizations (NGOs) global and local, to joint ventures between not-for-profit and for-profit sectors. We want to hear from organizational psychologists whose work and research falls into any of these categories. We are especially interested in empirical papers that include, but are not limited to, topics like the following:

## Some potential foci

- Job analysis and competency modeling in aid work, joint ventures and capacity development partnerships
- Recruitment and Selection of aid workers, local and expatriate
- Training needs analysis, intervention and evaluation, for aid work and joint ventures
- Interactions between socio-cultural and socio-economic diversity at work
- Application of motivation theories to aid-workers
- Leadership in aid-workers
- Aid-workers' work attitudes, such as job satisfaction, organization commitment
- Teamwork in poverty reduction
- Organizational psychology of capacity development
- Managing the wellbeing of aid workers local and international
- Ethical issues in poverty reduction consultancy

- Corporate social responsibility and stakeholder models, in poverty reduction
- Images of poverty and their role in socially responsible aid appeals
- Managing brain drain from developing and/or transition economies
- Organizational psychology of remittances
- Organizational psychology of Foreign Direct Investment
- Organizational psychology of financial markets
- Organizational psychology of free trade
- Negotiation and bargaining in stakeholder models for development
- Business and Social Entrepreneurial orientation
- Micro-enterprise and SME development
- Organizational Psychology of Governance

## Submission requirements

Submissions should be no longer than 5000 words, excluding end matter

Submitted papers should not have been previously published nor be currently under consideration for publication elsewhere. All papers are refereed through a peer review process. The deadline for submissions is **31 July, 2009**. Submissions are requested by e-mail attachment to Kay Sutcliffe, *JMP* Editorial Administrator, at [K.Sutcliffe@emeraldinsight.com](mailto:K.Sutcliffe@emeraldinsight.com).

Please state in your submission that the paper is for consideration in the *Journal of Managerial Psychology* special issue "Organizational Psychology and Poverty Reduction."

## Impact

The special issue is part of a world-first global initiative, in which a range of journals in Psychology are simultaneously releasing, in unison, a "global special issue" on one theme - poverty reduction. This is a unique opportunity for accelerated input from an entire field. We bring not one but a whole series of peer-reviewed journals to the theme, each with its own, complementary focus on the MDGs in general, and poverty reduction in particular. The journals represent applied, occupational, professional, health, social, and other branches of psychology. They span low-income, transition and OECD economies. Each journal will release its contribution mid 2010. Each will publish either a special section, or an entire issue of the journal on the poverty reduction theme. Development and policy development agencies, such as the UN and the OECD, will be notified about the global special issue. It is expected that the special issue will make a significant contribution to the work of those agencies, and the communities they serve.

## CALL FOR PROPOSALS: OBTC

OBTC – Teaching Conference for Management Educators  
**June 10-13, 2009**

**College of Charleston**  
**Charleston, SC**

**Early Submission Deadline: December 8, 2008**

**Final Submission Deadline: January 12, 2009**

The 2009 conference theme is: **From Good Teaching to Good Learning**

OBTC is unlike many other academic conferences, with expectations for high degrees of interactive participation in most sessions. There is an informal and collegial atmosphere, with longer breaks between sessions and many conversations; often into the night. Most attendees stay on campus, which this year is in a beautiful location, within the historic district of Charleston. The campus blends old and new, with stately live oaks and palmettos, some buildings dating from the 18<sup>th</sup> century and a School of Business and Economics in a recently expanded building. All conference venues are within a 5 minute walk and feature housing and food services in facilities opened in fall 2007. The site coordinator is Gordon Dehler ([dehlerg@cofc.edu](mailto:dehlerg@cofc.edu))

The conference will include several plenary talks by distinguished academics, a Thursday evening event at the Charleston Maritime Center (with Lowcountry food and entertainment and spectacular views of Charleston Harbor and Fort Sumter), and the traditional Friday night Talent Show and Awards Program. Preconference activities include the Doctoral Institute. It should be a great conference. We hope you can attend and also that you think about presenting.

We encourage you to submit proposals for the program as described on the reverse, but don't feel you have to do so in a vacuum. Please contact the Program Coordinator, Joe Seltzer ([seltzer@lasalle.edu](mailto:seltzer@lasalle.edu)) to discuss ideas and plans, especially well before the December 8 submission date. In many cases he can connect you with experienced OBTC presenters to help design and develop your proposal.

We will again use rolling reviews and plan to put most of the program together with papers submitted by the December 8, 2008 early submission deadline. Papers received up until the final deadline of January 12, 2009 will be considered on a space

-available basis. We hope to give notification of acceptances by the end of January 2009. We will run an OBTC 09 blog to help people interact prior to the conference and publish a proceedings CD.

We invite you to submit proposals to one of several sub-themes:

- Sessions that encourage participants to become more **reflective** of their own learning experiences, teaching philosophy and/or teaching style and effectiveness.
- Presentations that **connect** educational scholarship to practice
- Opportunities to establish **dialogs** on student learning needs and other topics of likely interest to participants
- Sessions that address the question, “how can we **make learning ‘sticky’**”?

Additionally, we welcome submissions that fit a secondary theme and answer, “what experienced teachers can teach new faculty” and “what new faculty can teach experienced teachers” This leads to two more subthemes:

- Classic and other **experiential activities** presented with an emphasis on how to use the exercise to enhance learning and how to debrief it
- **Resource presentations** that provide summaries of the most significant things to teach about [*fill in a topic of your choice*]. These are designed to help “seasoned” teachers update course content beyond their own special areas of interest.

And of course, we welcome **other sessions** that vary from the above themes.

It is the custom of OBTC for presenters to attend the whole conference, to allow for informal discussions of the learning sparked in the session.

### **To submit a proposal:**

Go to the website [www.obtc.org](http://www.obtc.org) to submit proposals. The on-line submissions website will be open for submissions starting on October 1, 2008. Proposals sent by mail or e-mail will not be accepted. Sample proposals are included on the website.

## Call for Proposals: OBTC, continued

Proposals should be no more than 6 double-spaced pages (except resource presentations\*) and include the following:

title (author names are not to appear with the title or any other part of the proposal)

100 word abstract

full description of your session concept, content and contribution to good learning.

design for actively engaging participants

an explanation of which subtheme the session best fits (reflective, connections, dialogs, making learning sticky, experiential activities, resource presentations or other sessions)

any special room or technology needs

Reviewers will evaluate sessions based on originality, potential interest to conference participants and degree of interactivity built into the session

\*Proposals for resource presentations should include a summary of key concepts related to the topic chosen, a list of possible teaching materials to consider and a bibliography. Proposals for resource presentations may be up to 12 double-spaced pages in length, not including bibliography.

## Announcement: Conference on Teaching and Training Workplace Diversity

**Save the Date: July 16-18, 2008**

**George Mason University conference on Teaching and Training Workplace Diversity**

The George Mason University's School of Management is pleased to announce that the third annual conference on *Teaching and Training Workplace Diversity* will be held on July 16-18, 2009. This conference is designed to bridge the research-practice gap in diversity education, which includes both diversity training and higher education classes on organizational diversity.

Our goal is to improve our ability to educate/train students/employees about diversity and thereby increase their ability to work successfully with different types of people. The conference brings together researchers and practitioners (both teachers and trainers) for workshops and open discussions.

## 2008 Academy of Management GDO Division Awards

Congratulations to all of our 2008 GDO Award winners. Our many thanks go out to the committee members who made the nominations!

**Janet Chusmir Service Award** - Myrtle Bell

**Sage Award for Scholarly Contribution to Management**- Ellen Kossek.

**Sage Dissertation Award** - Emily Amanatullah - currently assistant professor at U of Texas, Austin. Title: Negotiating gender stereotypes: Other-advocacy reduces social constraints in women in negotiations. From Columbia U.

**Dorothy Harlow Best Paper Award** - Aparna Joshi & Hyuntak Roh's paper " Considering context in team diversity research: A meta-analytic review."

**Saroj Parasuraman Award** - David Harrison and Katherine Klein's paper, " What's the difference? Diversity constructs as separation, variety, or disparity in organizations. 2007, *Academy of Management Review*, 32(4), 1199-1228.

**Emerald Best Student Paper Award** - Winning paper was "The Impact of Work Group Diversity on Performance coauthored by Alexandra Niessen (Northwestern U. and U. of Cologne), Stefan Ruenzi (UT Austin & U. of Cologne), and Michaela Baer (U. of Cologne)



# Call for Papers: Business Journal of Hispanic Research

The Business Journal of Hispanic Research is a peer reviewed research journal focusing on topics that relate to Hispanic business professionals, managers, 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.

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 which sections to which manuscripts are submitted, all papers will be double-blind reviewed by scholars and subject matter experts.

## **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

## **Journal Address and Contact Information**

Maru Tapia

Managing Editor

[mtapia@nshmba.org](mailto:mtapia@nshmba.org)

Address: National Society of Hispanic MBAs

1303 Walnut Hill Lane, Suite 100

Irving, TX 75038

214-524-7530

## **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. Please see the most recent edition of the Publication Manual of the American Psychological Association for details on this style.

## 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.

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



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## GDO Member Announcements/News

The 2008 Academy of Management Learning and Education special issue on Diversity Education and Training, edited by Myrtle P. Bell and David A. Kravitz, is now available.

“Diversity at Work” edited by Art Brief and published by Cambridge University Press In 2008. Contributors include, for example, Suzan Fiske, Ety Jehn, Robin Ely, Laura Morgan Roberts, Carol Kulik, and Loriann Roberson. The book’s aim is to promote theory at enhancing social justice in organizations.

Joan V. Gallos, Professor of Leadership and Director of the Executive MBA program at the Henry W. Bloch School of Business and Public Administration at the University of Missouri-Kansas City, has been named the University of Missouri Curators’ Distinguished Teaching Professor of Leadership. A Curators’ Professorship is a system-wide appointment and the highest academic rank awarded by the University of Missouri to a select few scholars with extraordinary records of professional accomplishment and demonstrated teaching excellence; and the selection process includes review by a panel of scholars who assess each candidate against national norms for outstanding achievement. The appointment of Dr. Gallos is an honor for the University of Missouri-Kansas City which had its last Curators’ appointment in 2005. It is also the first Curators’ appointment in the history of the Bloch School.