

# Gender and Diversity

## In Organizations

VOLUME III, ISSUE I

FEBRUARY, 2010

### SPECIAL POINTS OF INTEREST:

- Report from Division Chair
- Report from Program Chair
- Call for Officer Nominations in the Division

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## Report from the Division Chair

Dear GDO colleagues,

Let me begin by wishing each of you and your loved ones all the best for 2010. I hope that the year has gotten off to a great start and it brings you health, peace, and only good things. Given the recent earthquake in Haiti, and the resulting destruction and dreadful loss of life, I am particularly aware of how important it is to appreciate each day and count our blessings. I am also sensitive to the importance of recognizing our individual roles as citizens of a global community and lending a helping hand when needed. As the country of Haiti and its people work to recover from this tragedy, aid from others will be critical. While relief assistance continues, agencies are asking people for donations to keep those efforts going. Listings of relief efforts are available at: <http://www.cnn.com/2010/LIVING/01/13/haiti.earthquake.how.to.help/index.html>

This is an important year for GDO, as our five-year review by the Academy of Management is underway (every division must be reviewed every five years by the Board of Governors to make sure that they are operating in accordance with Academy policies and in the best interests of their memberships). Thank you to everyone who

participated in our self-study survey.

We are currently analyzing these data (both quantitatively and qualitatively) to highlight areas for improvement and develop goals for GDO's future.



*Division Chair*  
**Quinetta Roberson**  
Villanova University  
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In this period of reflection within the Division, it is also important to highlight some changes to our communications team. First, I would like to thank **Ann Davis**, who recently completed her term as Newsletter Editor, for all of her efforts in getting the newsletter out in a timely matter and keeping members informed of the happenings within GDO. While we will miss **Ann**, I know that the newsletter is in the good hands of **Nicole Cundiff**, who has now transitioned into the position. Second, I would like to welcome **Jaye Goosby Smith** to our Communications Team as Associate Newsletter Editor. I am sure that she will be a stellar addition to our already impressive team, which also includes **Rosanne Hawarden**, our current Webmaster, and **Bobbie Turniansky**, our Listserv manager.

*(continued on page 2)*



“How can I get involved?”

Consider volunteering to serve on an awards committee or submit a nomination...”

## Report from the Chair

*(continued from page 1)*

I’m sure that these reflections have made you wonder, “How can I get involved?” (If not, I’ll tell you anyway so that you have all the information you need when the sensation hits you). By now, many of you have submitted your work to GDO for the upcoming annual meeting in Montreal and/or have signed up to serve as a reviewer – and for that, we thank you. Still, there are other ways for you to become involved. For example, you might consider volunteering to serve on one of the following awards committees or submitting a nomination:

**The Sage Award for Scholarly Contributions to Management** is given to a member of the division who has made significant scholarly contributions that have advanced our knowledge on gender and diversity in organizations, Chair – **C. Douglas Johnson** ([cjohnson@ggc.usg.edu](mailto:cjohnson@ggc.usg.edu)).

**The Janet Chusmir Award for Service** is given to a member of the division who has provided distinguished service to GDO and who has served as a mentor and role model for others, Chair – **Donna Blancero** ([dblancero@bentley.edu](mailto:dblancero@bentley.edu)).

**The Saroj Parasuraman Award for Outstanding Publication** is given to the author(s) of a publication in a refereed journal judged to have the highest potential to significantly impact our understanding of gender and diversity within organizations, Chair – **David Kravitz** ([gdodak@gmu.edu](mailto:gdodak@gmu.edu)).

Now is also the time to begin thinking about nominating yourself or others to be considered for the slate for GDO positions that will be elected later this spring (*see the call for nominations in this newsletter*). So, as you can see, there are plenty of ways to put your talents to work within GDO! Naturally, if you are not yet ready to join a committee or become a part of GDO leadership, we still want to hear your good ideas. Please feel free to contact me ([Quinetta.Roberson@Villanova.edu](mailto:Quinetta.Roberson@Villanova.edu)) with any suggestions for strengthening ties both inside and outside of the Division and enhancing GDO’s programs and activities.

Best wishes for a happy and productive spring semester,

**Quinetta**

# Report from the Program Chair



*Program Chair*  
Diana Bilimoria  
Case Western Reserve  
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## 2010 Annual Meeting of the Academy of Management

*“Dare to Care: Passion and Compassion in Management Practice and Research”*

Montréal, Canada, August 6-10, 2010

Below, I provide information about the GDO division's 2010 Conference Program that will update you on the division's submissions and reviewers. With this you will be able to plan the meeting better with information about our scholarly paper sessions and division events.

### Meeting Schedule

All Professional Development Workshops will be held on **Friday August 6<sup>th</sup>** and **Saturday August 7<sup>th</sup>**. **Sunday, August 8<sup>th</sup>** will be devoted to Academy-wide activities (including All-Academy Theme PDWs and symposia) and some division business meetings, beginning at 6:00 p.m. The Scholarly Program will occur on **Monday August 9<sup>th</sup>** and **Tuesday August 10<sup>th</sup>**, and the GDO Division's program will start with a **Welcome Breakfast** at 7:30-8:30 a.m. on Monday morning.

In the spirit of continuous improvement and innovation, the Academy has introduced several new and enhanced elements for the Scholarly Program. In particular, the Visual Village and the Interactive paper sessions from earlier conferences have been discontinued.

The Scholarly Program will now consist of six different types of sessions:

- (1) Divisional Presentation Paper sessions
- (2) Divisional Roundtable Paper

sessions

(3) Cross-Divisional Paper sessions

(4) Discussion Paper sessions

(5) Divisional and Co-sponsored Symposium sessions

(6) Caucus sessions

This variety will ensure that authors and other meeting participants will derive the most benefits and enjoyment from their involvement in the scholarly program. Brief descriptions of each type of session are available at

[http://  
annualmeet-  
ing.aomonline.org/2010/  
docs/category/1-program](http://annualmeeting.aomonline.org/2010/docs/category/1-program)

(under Changes to Paper Session Format). All sessions will be 90 minutes long, and there will be 15 minute breaks between sessions.

The evening of **Monday 9<sup>th</sup>**, beginning at 6:30 p.m., will be devoted to GDO division business and social meetings (as described below). Please do attend these events to learn about our many activities, successes and plans, and to meet or re-connect with our division members.

All-Academy events will be held throughout the conference, including the New Member Orientation, President's Reception for New and International Members, All-Academy Welcome Breakfast, AOM Presidential Address and Awards Ceremony, and All-Academy Closing Reception.

## 2010 Submission and Reviewer Information

347 volunteers signed up to be reviewers for our 2010 conference program, and 219 of them agreed to serve as emergency reviewers. 175 of the division's submitters also signed up to serve as reviewers. GDO reviewers come from 33 different countries, and include 90 new reviewers and 90 students. Thank you in advance to all who have volunteered to review!

For the 2010 conference, the GDO division received 181 paper and 30 symposium submissions, which shows a 10% growth in paper submissions from last year's numbers (164 and 30). This year we continued to follow the process of assigning papers to reviewers using a computer optimization algorithm that maximizes the number of keyword matches between reviewers and paper submissions over the whole set of submissions. With a few exceptions, I adopted the resulting recommendations for all paper submissions, and then assigned symposium reviewers. Due to the large number of reviewers, I was able to send each submission to 4 reviewers while simultaneously ensuring that no reviewer received more than 3 requests. On average, each reviewer was asked to evaluate 2.64 submissions.

*(continued on page 4)*



**“Please join us at the annual GDO Town Hall Meeting, 5:00 to 6:15pm on Monday August 9th in Montreal.”**

## Report from the Program Chair

(continued from page 3)

All paper and symposium reviews are due by **February 12<sup>th</sup>**, at which time I will begin deciding which submissions to accept (based on reviewer ratings) and assembling the GDO division program. All submitters should receive their decision letters in **March**. As I mentioned above, all scholarly program sessions (papers and symposia) will last 90 minutes and will be scheduled for **August 9<sup>th</sup> and 10<sup>th</sup>**. The number of conference slots we are given will depend on the number of GDO submissions relative to the number of submissions to other divisions and Interest Groups.

During **March**, I will assign chairs and discussants to the paper sessions. Reviewers indicated their willingness to serve in these roles when they volunteered. If you are not a reviewer but would like to serve, please contact me directly.

### *Town Hall Meeting*

Please join us at the annual GDO Town Hall Meeting, which will be held on from 5:00 to 6:15 p.m. on **Monday August 9<sup>th</sup>**, just prior to the GDO Business Meeting. The Town Hall Meeting offers a platform to develop new initiatives aimed at supporting the careers of our members, particularly those from under-represented groups. The Town Hall Meeting is part of the AOM Coalition for Faculty Diversity. Now in its sixth year, the Coalition is a grass-roots group comprised of Academy of Management divisions and 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 of under-represented groups. Currently, the Coalition includes 17 divisions and interest groups of the Academy, and has more than 150 individual Academy members and 15 advisors representative from the Academy leadership. The Coalition is involved in a number of initiatives involving a diversity census, best practices award and member support. Please join us in supporting the careers of AOM members and in creating a more inclusive and supportive environment at the Academy.

### *GDO Business Meeting and Awards Presentation*

Please plan on attending the GDO Business Meeting and Awards Presentation immediately following the Town Hall session. This is scheduled for **Monday August 9<sup>th</sup>** evening from 6:30 to 7:30 p.m.

### *GDO Social*

Our annual GDO Social will be held on **Monday** evening, immediately after the Business and Awards Meeting (7:30-9:00 p.m.). Please join us to reconnect with your friends and colleagues and meet new ones. We look forward to seeing all of you there!

### *Updates on GDO Listserv*

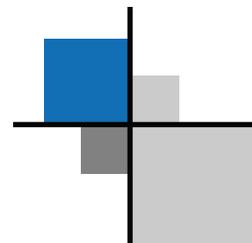
Please look for further updates from me about the 2010 Scholarly Program on the GDO Listserv. If you are not already a member of the GDO Listserv, please join it at <http://www.aomonline.org/aom.asp?ID=203>.

If you have any other questions, please feel free to contact me. I thank you in advance for your contributions to the GDO Division and our 2010 conference program! See you in Montréal!

### *Diana Bilimoria*

Case Western Reserve University  
[2010gdoprog-chair@case.edu](mailto:2010gdoprog-chair@case.edu)

-Diana Bilimoria  
 2010 GDO Program Chair





“We use the term “transnational” because it is more descriptive of research that transcends or extends across national boundaries...”

## Report from the International Committee

Members of the International Committee have proposed two awards for research on *Transnational Gender and Diversity Issues*. It merits noting that we use the term “transnational” rather than international to refer to the proposed awards. One reason is that we believe that the word “transnational” is more descriptive of research that transcends or extends across national boundaries than the term “international.” It also denotes research that involves several nations or cultures, and this type of research is quite relevant to gender and diversity issues (Nkomo & Calas, personal communication, August, 2009).

There are a number of key goals for these awards. More specifically, they are designed to:

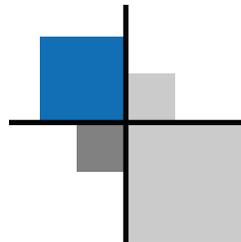
- (a) Recognize and foster research on transnational gender and diversity issues.
- (b) Increase the awareness of gender and diversity issues in the new global economy.
- (c) Facilitate collaboration and partnerships among gender and diversity researchers around the world.
- (d) Enhance the inclusion of international members and doctoral students in the Academy of Management and the GDO Division.

We believe that these awards are especially important in our new global society, and have requested special funding for them from the Academy of Management. We have also received tentative approval from **Emerald Publishing, Nancy Rolph**, for funding in conjunction with the journal, *Equality, Diversity, and Inclusion*:

*An International Journal* edited by **Mustafa Ozbilgin**. Please keep in mind that the Executive Committee must still vote on this proposal in the coming months. If you have suggestions or would like to offer support for our proposal please send your comments to **Dianna Stone** at [Dian-nastone@satx.rr.com](mailto:Dian-nastone@satx.rr.com) or **Linda Isenhour** at [lcisenhour@juno.com](mailto:lcisenhour@juno.com).

International Committee Members Involved with the Proposal Include:

**Dianna Stone**, Chair  
**Mark Suazo**  
**Jawad Syed**  
**Stephanie Newell**  
**Linda Isenhour**  
**Diana Deadrick**  
**Kimberly Lukaszewski**  
**Mustafa Ozbilgin**





“Congratulations to GDO members on their publications, presentations, and promotions...”

## Member Updates

**Martin Kormanik** co-edited “Bridging the Gap: Scholar-Practitioners in Human Resource Development,” a recently published special issue of the journal *Advances in Developing Human Resources*.

He was the lead author of two articles in the issue: “*General competencies for the HRD scholar-practitioner: Perspectives from across the profession*” and “*Perspectives on HRD scholar-practitioners: Current issues, strategic possibilities, and next steps.*”

- Korabik, K., Leroy, D., & Whitehead, D. L. (Eds.). (2008). *Handbook of Work and Family*. San Diego, CA: Elsevier Publishing.
- Ayman, R., & Korabik, K. (in press). Leadership: Why gender and culture matter. *American Psychologist*.
- Proter, S., & Ayman, R. (2010). Work flexibility as a mediator of the relationship between work-family conflict and intention to quit. *Journal of Management*.

**Janice Baldwin** and **Beverly George** with the University of Texas Arlington, presented and published the paper, “*The collective bargaining rights of supervisors: An international, national, and legal perspective*” at the International Industrial Relations and Human Resources Conference, Louisville, KY in November, 2009.

Additionally, **Janice Baldwin’s** and **Beverly George’s** paper has been accepted at the AIB [Academy of International Business] SW Chapter scheduled in Dallas, TX in March, 2010. They will serve as moderators for the session as well as present their paper; “*Globalization and Relaxed Immigration Laws: A solution for the worldwide recession or a Formula for deepening International Employment?*”

**Ellen Ernst Kossek** was just appointed a University Distinguished Professor, Michigan State’s highest faculty award. Visit <http://www.youtube.com/watch?v=mnXBBC5EdLA> to see a short video MSU put up on YouTube about **Ellen!**

# Nominations for GDO Officers



*“Division service is worthwhile and also fun. Please consider nominating someone or yourself to run for open positions... and vote when elections begin.”*

Please consider nominating someone (including yourself if you believe you are the right person for job) for the open positions, which include **Program-Chair Elect/PDW Chair and 3 openings for Executive Committee Member**. 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, **Jeanette N. Cleveland**) 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

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.

## JOB DESCRIPTIONS FOR OPEN GDO POSITIONS

### Program Chair-elect (five-year commitment):

- (1) Act as Professional Development Workshop Chair at the annual meeting. Coordinate all preconference activities including the divisional doctoral consortium and the professional development workshops.
- (2) Work in liaison with the Program Chair and Newsletter Editor to publicize preconference activities through the division Newsletter and the Academy of Management Newsletter.

- (3) Perform such duties as may be assigned by the Chair, Bylaws, or, by the Academy Program Chair.
- (4) Coordinate activities through the division Chair.
- (5) Serve on the Executive Committee.
- (6) Attend AoM Annual PDW Chairs meeting.
- (7) Be automatically nominated as Program Chair for the following year.

### Executive Committee

(three-year term):

- (1) Chair or serve on at least one standing or Ad Hoc Committee during each year of their three-year term.
- (2) Participate in GDO Executive Committee meeting at annual conference and teleconference meetings throughout the year.
- (3) Serve as reviewer for annual AoM meeting.
- (4) Be responsive to requests for assistance from the Newsletter Editor or other division officers.

As with last year, nominations will be made electronically, using the Academy of Management electronic nominations process: <http://apps.aomonline.org/DivNomination/>



## Call for GDO Division Award

### 2010 Sage Award for Scholarly contributions to Gender and Diversity

The Gender and Diversity in Organizations 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 scholarly contributions advancing our knowledge of Gender and Diversity in Organizations. Scholarly contributions include the creation and dissemination of new knowledge in the form of conceptual, applied, empirical and/or theoretical works.

This award is given for an accumulated body of work. Past winners include:

Uma Sekaran	1991	Linda Stroh	2000
Laurie Larwood	1992	Saroj Parasuraman	2002
Kathryn Bartol	1993	Karen Lyness	2003
Barbara Gutek	1994	Jeffrey Greenhaus	2004
Nancy Adler	1995	Robin Ely	2005
Gary Powell	1996	Marta Calas	2006
Dorothy Perrin Moore	1997	Linda Smircich	2006
Alison Konrad	1998	Carol Kulik	2007
Belle Rose Ragins	1998	Ellen Kossek	2008
Laura Graves	1999	Stella Nkomo	2009

Criteria for consideration includes: 1) the breath or overall scope of the nominee's work with consideration to his/her contribution to gender and diversity; 2) the depth of the nominee's research in terms of richness in the exploration of one or more gender and diversity topics; and, 3) impact or significance of research in raising important questions and providing direction for future research in the gender and diversity domain. *This is a wonderful way to honor your colleagues and recognize important work.*

For nominations, please send a 2-3 page letter of recommendation outlining the nominee's contributions in respect to the criteria stated above and a copy of the nominee's vita. **The deadline for nominations is May 30, 2010.** Send nominations via email to **C. Douglas Johnson** at [cjohnson@ggc.edu](mailto:cjohnson@ggc.edu). Please Note "GDO Sage Award" in the subject of your email. If you have questions, please contact **Douglas** via email or phone at (678) 407-5771.

"Sponsored by Sage Publications, GDO offers an annual award for an accumulated body of work. Nominate a colleague..."



“In June 2010,  
consider the  
OBTS  
Conference and  
Doctoral Institute  
and  
Workplace  
Diversity  
conference...”

# Conference Announcements

## Workplace Diversity: Practice and Research Conference

*George Mason University* School of Management is pleased to invite diversity professionals to the 4th annual *Workplace Diversity: Practice and Research* conference on **June 10-11** held in Arlington, VA. The conference explores the latest best practices and research in *diversity management*.

An organization's culture determines whether it is inclusive and welcoming of diversity and whether diversity has a positive or negative impact on performance. It follows that changing organizational cultures should be at the forefront of diversity management. Thus, this year's conference will focus on **changing organizational cultures to increase diversity, inclusion, and performance in the workplace.**

Conference activities will feature a blend of presentations, participant involvement, and keynote speakers designed to meet the interests of these intersecting groups:

- Executives who design or manage diversity programs
- Managers who implement diversity programs
- Practitioners who provide diversity consultation or training
- Academics and practitioners who conduct research on workplace diversity
- Professors who design or teach courses on workplace diversity

*For more information or to register, please visit [som.gmu.edu/diversity](http://som.gmu.edu/diversity).*

## OBTS Teaching Society for Management Educators

### OBTS Doctoral Institute



**“Excellence in Teaching and Research: Balancing Your Professional Life”**

An exceptional program designed for later-stage doctoral students planning careers as teachers and researchers in the management disciplines.

A pre-conference event for the **37<sup>TH</sup> annual OBTC Teaching Conference**

June 14-16, 2010 – Doctoral Institute

June 16-19, 2010 – Teaching Conference

University of New Mexico, Albuquerque, NM

[www.obts.org](http://www.obts.org)

THE OBTS TEACHING SOCIETY FOR MANAGEMENT EDUCATORS comprises 450 professionals who teach in management disciplines at universities, colleges, and other or-



**"2010  
DISTINGUISHED  
FACULTY**

**Kim Cameron**  
University of  
Michigan

**Joan Gallos**  
University of  
Missouri

**Joe Raelin**  
Northeastern  
University

**Kirsty Spence**  
(2009 NEA  
Winner)  
Brock University"

# OBTS Doctoral Institute Call for Applicants

(continued from page 9)

**THE DOCTORAL INSTITUTE** provides promising new teacher-scholars with an opportunity to plan for a cohesive academic life, one that is attentive to excellence in teaching, research, and personal balance. We achieve that goal through an interactive series of rich and reflective seminars over two days with world-class faculty known for their research and teaching. The Institute program includes participation in the Teaching Conference (OBTC), considered by many as the premier management teaching conference in North America.

**UNDERLYING PHILOSOPHY** To address a cohesive academic life, the OBTS Doctoral Institute intends two purposes for promising scholars from research-oriented universities: Provide development as teachers, and

Explore pathways to individual scholarly goals. As such, the DI addresses the question: *How do emerging new Ph.D.'s become productive teachers and scholars, while enjoying a rewarding personal life?*

The Institute brings out the special elements — the magic — of OBTS as the essence of excellence in teaching and research, speaking to both the mind and the heart. You will create a lasting network of fellow teacher-scholars as you enter the full-time profession.

As part of the DI, you will experience intensive interaction with prominent management scholars — people who have successfully balanced the demands of excellence in

teaching and research. OBTS Fellow, **Joan Gallos**, will facilitate the 2010 Doctoral Institute.

**APPLICATION AND SELECTION** The Doctoral Institute enrolls a limited number of participants to insure personal attention.

Selection will consider:  
(1) A brief letter of recommendation from the student's sponsoring school, including information on availability of university financial support.  
(2) A curriculum vitae including any current teaching experience.  
(3) A student application essay expressing in 500 words how the student will benefit from and contribute to the Doctoral Institute.

To apply, to obtain more information, or to find out more about nominating a student from your school, send e-mail to Dr. **Kristi Tyran** at [kristi.tyran@wwu.edu](mailto:kristi.tyran@wwu.edu).

The Institute will accept applications through **March 15, 2010**, and announce acceptances by April 30, 2010.

**CONFERENCE REGISTRATION AND SCHOLARSHIPS** The registration fee for the 2010 Institute is \$800. This fee includes: The two-day Doctoral Institute (DI); The following four-day

Teaching Conference (OBTC); All meals, double-room housing, and all social activities during the DI and OBTC; Membership in OBTS for the 2010/2011 academic year; and

A one-year subscription to the award-winning Journal of Management Education — the pioneer journal in management pedagogy.

*Accepted students are expected to attend both the DI and the OBTC conference.*

A limited number of needs-based scholarships are available. To apply, include the amount necessary to support your attendance and a short justification statement with your application materials. If you have questions, email Dr. **Kristi Tyran** at [kristi.tyran@wwu.edu](mailto:kristi.tyran@wwu.edu).

**TRAVEL** Participants should make their own travel arrangements in accordance with their schools' guidelines.

**PUBLICATION POTENTIAL** Institute students contribute to OBTC through preparation of a conference presentation delivered later in the week.

Additionally, doctoral students are encouraged to submit proposals for presentations (see OBTC website for submission details — [www.obtc.org](http://www.obtc.org)). The deadline for proposal submissions is January 8, 2010 (*extended submission — acceptances only if space permits*).



*“A better understanding is needed of the factors that influence employee behavior in China...”*

## Call for Abstracts / Papers: Journal of Managerial Psychology (JMP)

### Employee Behavior in China

Editor: **Dianna L. Stone**, University of Texas at San Antonio

Guest Editors: **Linda C. Isenhour**, Eastern Michigan University

**Donald Lien**, East Asia Institute, University of Texas at San Antonio

China is one of the fastest growing economies in the world. Some estimates indicate that there are over 3.25 million Chinese corporations employing 774.80 million people (**National Bureau of Statistics of China**, 2009). Given the rapidly expanding business economy in China, there have been numerous changes in its business environment, and organizations face many new challenges associated with attracting, motivating, and retaining employees. In view of these changes, a better understanding is needed of the factors that influence employee behavior in China. The primary reason for this is that much of the extant research on the topic has been based in Western theoretical models that do not always consider differences in culture

and values (**Stone & Stone-Romero**, 2008; **Triandis, Dunnette, & Hough**, 1994). As a result, some of the existing research may not be relevant for understanding employee behavior in Chinese organizations because individuals in the Chinese culture may endorse a very different set of cultural values than their counterparts in Western cultures. For instance, some research shows that those in the Chinese culture are more likely to value (a) collectivism, (b) high power distance, and (c) a long term time orientation than those in the West (**Hofstede**, 1980).

In view of these arguments, the primary purpose of this special issue is to foster additional theory development and research on employee behavior in China. It merits noting that we consider all individuals who are not owners of a company as employees. Thus,

managers are also considered employees of organizations. We welcome conceptual manuscripts that develop new theoretical models or add cultural differences to existing models of individual or small group behavior in organizations. We also invite empirical manuscripts that make important contributions to employee well-being, organizational effectiveness, or society as whole. They may be from a wide array of disciplines including Industrial and Organizational Psychology, Organizational Behavior, Human Resource Management, Vocational Psychology, and Cross-cultural Psychology.

Manuscripts are expected to follow the JMP submission guidelines outlined at [http://info.emeraldinsight.com/products/journals/author\\_guidelines.htm?id=jmp](http://info.emeraldinsight.com/products/journals/author_guidelines.htm?id=jmp)

*(continued on page 12)*



*“The primary purpose of this special issue is to foster additional theory development and research on employee behavior in China...”*

## Journal of Managerial Psychology (JMP) Call for Papers, cont.

(continued from page 11)

Topics for these manuscripts may include, but are not limited to:

- Work Motivation
- Individual Differences in Cultural Values or Work Values
- Job Attitudes
- Leadership
- Small Groups or Teams
- Organizational Justice
- Job Design
- Employee-employer relationships (e.g., perceived organizational support, psychological contracts)
- Work-Family Issues
- Diversity
- Career Issues
- Recruitment
- Selection
- Training
- Performance Management
- Rewards or Compensation

The deadline for receipt of manuscripts is **August 1, 2010**. Please submit manuscripts in MS Word format via email attachment to **Kay Wilkinson**, Editorial Administrator for the JMP, at [kwilkinson@emeraldinsight.com](mailto:kwilkinson@emeraldinsight.com).

You should also note that the manuscript is for the special issue on *“Employee Behavior in China.”*

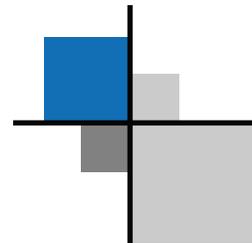
In keeping with ethical standards of research, each author who submits a manuscript to JMP must ensure that the original data or results presented in the manuscript have not been published in whole or in part elsewhere. The primary reason for this is that duplicate publication distorts the knowledge base in a field and may lead to erroneous inferences regarding a given phenomenon.

Authors for whom English is not a first language are encouraged strongly to use Emerald Publishing Editing Services prior to submitting their manuscripts. Information about these services can be found at <http://info.emeraldinsight.com>.

This special issue is open and competitive. Submitted papers will undergo the normal rigorous, double-blind review process to ensure relevance and quality. Thus, all manuscripts will be subject to double-blind peer reviews.

Interested authors are encouraged to send questions or a short description of their proposed manuscript to the Guest Editor, **Linda Isenhour**, by **May 1, 2010** ([lisenhou@emich.edu](mailto:lisenhou@emich.edu)).

This will facilitate a timely planning of the special issue.



## Business Journal of Hispanic Research Call for Papers



*“The Business Journal of Hispanic Research has two sections: An academic scholarly section and an executive section...”*

**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.

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 section to which manuscripts are submitted all papers will be double blind peer reviewed by scholars and subject matter experts.

We encourage a broad range of topics, including, but cer-

tainly not limited to:

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

### 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.

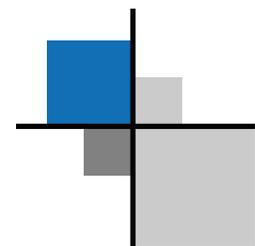
In order to facilitate blind review of papers, please be sure that no information identifying the authors is included

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.

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## 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 world-wide 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.

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



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## Have a submission for the GDO Division Newsletter?

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

**Send calls for papers, announcements, or acknowledgements to:**  
**The Newsletter Editor** Nicole Cundiff at [karim@siu.edu](mailto:karim@siu.edu)

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