

# Gender and Diversity In Organizations

VOLUME III, ISSUE II

JUNE, 2010

## SPECIAL POINTS OF INTEREST:

- Report from Division Chair
- Report from Program Chair
- Newly Elected GDO Officers

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### Newsletter Editors:

**Editor:**  
**Nicole Cundiff**  
Southern Illinois U.  
karim@siu.edu

**Assistant Editor:**  
**J. Goosby Smith**  
California State U.  
Channel Islands  
Jaye.Smith@csuci.edu

## Report from the Division Chair

Many of you may not know that I was a Track & Field athlete during high school and my undergraduate studies. My events were the 55m, 100m, and 200m dashes as well as the 4x100m relay. One thing that I learned as a sprinter was that you never slow down as you get close to the finish line. Instead, you keep running at full speed through the end of the race. This lesson has served me well throughout life and one that I draw upon as I approach the “finish line” of my tenure as Chair of this wonderful Division. With approximately three months left until I pass the baton to our Division Chair-Elect, David Kravitz, the Executive Committee and I have a number of wonderful initiatives, events, and surprises planned to make this a memorable year within GDO!

Thank you to everyone who completed the member survey that was part of our Division review. We have reviewed the quantitative and qualitative data, and are listening to your feedback. Currently, we are working on strategies for strengthening member relations within the Division, welcoming and including our international members, expanding programming for members, and improving communications within the Division. Part of our strategy to improve communications is to refresh the Division website. To this end, I am proud to announce that GDO submitted a proposal, and received funding from the Academy of Management, to evaluate and enhance our website accessibility. Over the next six months, a Special Task Force within the Division will be working on this initiative. If you would like to participate on the Task Force, please contact me. Other exciting initiatives include: a push to increase outside sponsorship of Division activities; greater usage of AOM Connect and other social media to link GDO members; and the establishment of international research awards within the Division. Again, if you are interested in working on any of these initiatives, please let me know and I will put you in contact with the appropriate Executive Committee member.

In addition to above activities, our Program Chair - Diana Bilimoria, PDW Chair - Gwen Combs, and Doctoral Consortium Chairs – Joy Beatty and Robyn Berkley have been hard at work putting together an interesting and engaging program for this year’s annual meeting in Montreal. *Nous joindrez-vous?*

While details on the Division’s pre- and conference programs can be found elsewhere in this newsletter, I would like to draw your attention to three events:

- We are coordinating a **Division service project** at the Tyndale St-Georges Community Centre on Saturday, August 7 from 9:00am-12:00pm (Session #226). Register for this session (<https://secure.aomonline.org/PDWReg>) and join us as we “roll up our sleeves and get our hands dirty” to “dare to show that we care”.
- Join us for the **Business Meeting** on Monday, August 9 from 6:30-7:30pm (Session #1234), as we update you on our work last year, announce the winners of the Division awards, and recognize those who have served the Division this year.
- Also join us for the **Division Social**, immediately following the Business Meeting, during which we will connect with old friends, make new ones, and celebrate GDO’s splendid year.

Please contact me if you have any questions or feedback. I look forward to hearing from you and seeing you in Montreal!

Quinetta Roberson, Division Chair  
[Quinetta.Roberson@Villanova.edu](mailto:Quinetta.Roberson@Villanova.edu)



**Division Chair**  
**Quinetta Roberson**  
Villanova University

# Report from the Program Chair



*Program Chair*  
Diana Bilimoria  
Case Western Reserve  
University  
diana.bilimoria@  
case.edu

## GDO Division Academy Program 2010

We have planned an exciting GDO scholarly program in Montréal on Monday 9<sup>th</sup> and Tuesday 10<sup>th</sup> August 2010!

**Thank you** to the many scholars who submitted 210 papers and symposia for consideration, and to the 319 reviewers who evaluated them! I hope you will join us in the beautiful city of Montréal, Canada, to learn and share your thoughts with other GDO members.

## Meeting Schedule and GDO Division Highlights

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 divisional business. The Scholarly Program will occur on Monday August 9<sup>th</sup> and Tuesday August 10<sup>th</sup>.

The GDO Division is delighted to host a new **GDO Pre-Conference Social Hour** on Friday 6<sup>th</sup> August at 6:00-7:30 p.m. in Le Centre Sheraton, Salon C, *open to all members of the division*. This new event has been created to respond to members' requests for more venues to informally meet and re-connect with division members during the conference.

We invite our *new and continuing members, international members, doctoral student members, and doctoral consortium participants* to join us at this inaugural GDO pre-conference reception.

The GDO Division's scholarly program will start with a **GDO Welcome Breakfast** at 8:00-9:30 a.m. on Monday August 9<sup>th</sup> morning in Le Centre Sheraton, Lamar-tine. We welcome all division members, especially our *new and international members*, to join division officers and members for coffee/tea and light pastries.

The annual **GDO Town Hall Meeting** will be held on from 4:45 to 6:15 p.m. on Monday August 9<sup>th</sup> in Le Centre Sheraton, Lamar-tine. 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, 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.

For more information, see [division.aomonline.org/GDO/coalition/](http://division.aomonline.org/GDO/coalition/).

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.

For complete information about the conference, including registration and hotel information, visit the Academy of Management conference web site ([meetings.aomonline.org/2010](http://meetings.aomonline.org/2010))

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**How can I stay in touch with GDO news?**

**Join the GDO Listserv !**

# Program Chair's Report

*(continued from page 2)*

## **2010 GDO Scholarly Program Information**

Most GDO Sessions will be held in the Le Centre Sheraton Montréal. All paper sessions will be 90 minutes long, and there will be 15 minute breaks between sessions.

The GDO Division program will include the following:

19 symposiums on a variety of topics, with the GDO Division being the primary or sole sponsor on 14 of them.

8 Divisional Presentation Paper sessions, led by a session Chair, in which authors will have a set amount of time to present their work, and group discussions will follow after all presentations have been made. The 3 papers in each session are conceptually related.

12 Divisional Roundtable Paper sessions, led by a session Facilitator, will consist of 3 to 5 papers with a common theme that will draw a more focused audience. Authors will present their work, and then engage in deeper discussion with attendees

2 Cross-Divisional Paper sessions, which will consist of papers on topics that span the domains of multiple divisions. These sessions of 3-4 papers each will give participants the opportunity to discuss the papers from multiple perspectives.

3 Discussion Paper sessions, which will consist of papers that, with refinement, have the potential to break new ground or make important contributions. Authors of 3 papers in each session will discuss and explore areas for further development with a GDO discussant/coach and others who share similar research interests.

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 contact me at [2010gdoprogchair@case.edu](mailto:2010gdoprogchair@case.edu). It has been wonderful serving as your GDO Program Chair this past year, and I thank you for all your contributions to the GDO Division and our 2010 conference program! Hope to see you in Montréal!

***Diana Bilimoria***

Case Western Reserve University  
2010 GDO Program Chair

# Report from the PDW Chair



*“GDO has a fantastic lineup of Professional Development Workshops ... each is a demonstration of passion for work in diversity.”*

The GDO Division has a fantastic line up of Professional Development Workshops (PDWs) for the AoM Conference in Montreal. Embracing the general theme of “**Daring to Care,**” the sessions will provide insights, creative approaches and innovative ideas for the research, practice, and teaching of diversity.

2010 PDW sessions will engage participants through a variety of interactive formats ranging from round table discussions, case studies, panels, developmental experiences, skill building activities, and invited speakers.

The undergirding focus of our smorgasbord of sessions is each workshop’s demonstration of passion for work in diversity and considerations of compassion in research, teaching, and practice. PDW topics include:

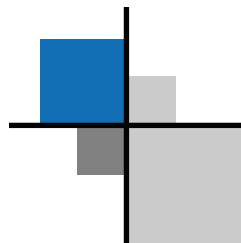
- Coalition for Faculty Diversity Publishing
- Incorporating Social Justice Issues in Diversity Training Programs
- LGBTQ Teaching Incubator: Care, Dare, Share
- Daring to Care about Diversity: Building Bridges to Positive Organizational Scholarship
- Scholars Who Dare to Care: Insights from Sage Scholarly Contributions Awardees
- Moving Towards Diversity 2.0? Exploring the “State of the Art” of Our Diversity Pedagogies
- Current Trends in Work-Life Research
- The Regulation of Diversity Management: Towards a Topology (Involves review of regulations of 12 countries spanning 4 continents)
- Institutional Ethnography in Feminist Organizational Research: A Session with Dorothy E. Smith
- Daring to Show We Care: Rolling Up Our Sleeves and Getting Our Hands Dirty (Off-Site community service event at the Tyndale St Georges Community Centre).

Additionally, doctoral students are encouraged to attend the **Doctoral Student Consortium**. At the Consortium, students will learn from interactions with peers, senior scholars, journal editors, and cross divisional networking.

Please go to the online AoM Program for descriptions, special instructions and pre-registration information applicable to the PDWs and Doctoral Consortium.

**Gwendolyn M. Combs**

Professional Development Workshop Chair,  
Gender & Diversity in Organizations Division





“The recipient or recipients of the award will be given a plaque, and asked to make a special presentation at the Academy of Management meeting.”

## Report from the International Committee

### NEW- Transnational Gender and Diversity Research Awards

The Gender and Diversity Division will sponsor two awards next year for transnational gender and diversity research.

One award will be for faculty or professional members of the Academy of Management, and the other for doctoral students. In the following sections, we outline the criteria for these awards.

#### **Transnational Gender and Diversity Research Award for Conference Papers Submitted by a Faculty or Professional Member**

This award will be given to the conference paper authored by an international faculty or professional member of the Academy of Management that best meets the objective of advancing our understanding of transnational gender and diversity issues. It serves the mission of the Academy of Management and the GDO Division by recognizing outstanding

research within and between cultures or nations throughout the world.

The recipient or recipients of the award will be given a plaque, and asked to make a special presentation at the Academy of Management meeting based on their research. This presentation should consider (a) the basic elements of the paper, (b) the strategies used for conducting transnational research, and (c) the challenges encountered by the researchers. It is our hope that the presentation will help other researchers overcome some of the challenges of conducting transnational research.

#### **Eligibility:**

1. Articles must meet the highest standards of academic excellence, and should advance theory and research on transnational gender and diversity issues.

2. Papers can be theoretical, quantitative or qualitative. However, conceptual papers must focus on theoretical frameworks that are applicable to nations outside the U. S. borders. In

addition, empirical research should include samples or subsamples that reflect the populations of countries outside the borders of the United States.

3. At least one author of the paper must be a faculty or professional member of the Academy of Management from a country outside of the borders of the United States. This does not preclude the inclusion of co-authors and doctoral students from the United States, or those who are not members of the Academy of Management.

4. Collaboration among scholars from different nations is encouraged and desirable.

5. The paper must be written in English, submitted for review by the Conference Program Committee of the Gender and Diversity Division, and conform to the publication style of the Academy of Management.

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## Report from the International Committee

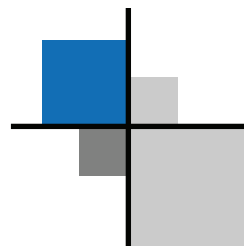
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### Nomination and Selection Process:

1. A committee of GDO Division members from multiple regions of the world will oversee the nomination and selection process.
2. Nominated papers can be peer-nominated, self-nominated, or nominated by the GDO Conference Program Chair provided that it meets the eligibility criteria.
3. Selection will be based on the extent to which the paper has advanced our understanding of theory and research on transnational gender and diversity in organizations.
4. Those interested in nominating a paper should send their nominations to the Chair of the GDO Transnational Gender and Diversity Research Award Committee, Dianna Stone, at [DiannaStone@satx.rr.com](mailto:DiannaStone@satx.rr.com)

### GDO International Committee

Dianna Stone, Chair  
Mark Suazo  
Jawad Syed  
Stephanie Newell  
Linda Isenhour  
Diana Deadrick  
Kimberly Lukaszewski  
Angeline Deandria  
Miguel Olivas-Lujan  
Camilla Quental



**NEW!**  
**Transnational  
Gender and  
Diversity  
Research  
Awards are  
here...send  
nominations to  
Dianna Stone...**

## Newly Elected GDO Leaders are...



A hearty  
congratulations  
to each of our  
newly elected  
officers...

...and thank you  
to all those who  
were willing to  
serve!!

GDO was once again extremely fortunate to have an exceptionally strong slate of candidates for the election of PDW chair-elect and the executive committee. Further, this year, over 29.9% of our membership participated in the election compared to a 27% general AOM participation rate. Our new **Program Chair Elect (PDW Chair) is Stacey Blake-Beard**. Our three new **Executive Committee members are Stella Nkomo, dt Ogilvie and Raymond Trau**. A hearty congratulations to each of you! I would like to take this opportunity to thank C. Douglas Johnson, Caren Goldberg, J. Goosby Smith, Eden King and Beth Livingston who although not elected this year, earn applause for their dedication and willingness to serve the division by running for office.

Below are bios for our newly elected GDO leadership. We encourage all members to get involved with the division and get to know our new officers. Please, take a moment to introduce yourself and congratulate them.

### Program Chair- Elect (PDW Chair)

**Dr. Stacy Blake-Beard** is an Associate Professor of Management at the Simmons College School of Management where she teaches Organizational Behavior and Gender and Leadership. She is also Faculty Affiliate at the Center for Gender in Organizations at Simmons. Dr. Blake-Beard holds a BS in Psychology from the University of Maryland at College Park and an MA and a Ph.D. in Organizational Psychology from the University of Michigan.

Dr. Blake-Beard's research focuses on the challenges and opportunities offered by mentoring relationships, with a focus on how these relationships may be changing as a result of increasing workforce diversity. She is particularly interested in the issues women face as they develop mentoring relationships. She also studies the dynamics of formal mentoring programs in both corporate and educational settings. Dr. Blake-Beard has published research on gender, diversity, and mentoring in several publications including the Journal of Career Development, the Academy of Management Executive, the Psychology of Women Quarterly, Journal of Management Development, the Journal of Business Ethics, Human Resource Management Journal, and The Diversity Factor.

Dr. Blake-Beard has been an active participant in the GDO Division, starting as a reviewer during her doctoral program. She has been an executive board member (1998-2001; 2005-2008), chair of the Harlow Award committee (2005, 2007), chair of the Best Dissertation Award (2001), and co-chair of the GDO Doctoral Consortium (2000, 2007, & 2008).

### Incoming Executive Committee Members

**dt ogilvie** is Associate Professor of Business Strategy at Rutgers Business School-Newark and New Brunswick, Founding Director of the Center for Urban Entrepreneurship & Economic Development, and was previously Associate Provost of Information Technology Strategy and CIO of the Newark campus. She earned her Ph.D. in Strategic Management from The University of Texas at Austin in 1994, but has been a member of GDO since 1990. She held a variety of positions in the Women's Network of the Eastern Academy of Management, including Chair of that body and was President of the Eastern Academy of Management in 2004.

dt's research interests include executive leadership strategies of multicultural women executives and women in the executive suite. dt is an Institute for Research on Women Funded Faculty Fellow and the first Fellow of the Center for Women and Work at Rutgers. Her *Leadership Quarterly* article with Pat Parker, "Gender, culture, and leadership: Toward a culturally distinct model of African American women executives' leadership strategies," was reprinted in the *Simmons Reader*.

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# New GDO Leaders are...

(continued from page 7)



New Executive  
Committee  
Members...

**Stella Nkomo**

**dt olgvie**

**Raymond Trau**

dt has been active with GDO, having presented at the 2002 Doctoral Consortium, served as a reviewer for the division's AOM submissions, presented papers and symposia at the division's AOM sessions, and served on the GDO Executive Board, 1998-2001. She is active at Rutgers on diversity matters, currently serving on the President's Council for Diversity, the Chancellors Diversity Committee, and the board of the Women and Gender Studies Program. dt is proud to have spearheaded underrepresented diversification of her faculty by 250%!

**Dr. Stella M. Nkomo** is a Professor in the Department of Human Resource Management at the University of Pretoria, Pretoria South Africa. Prior to joining the University of Pretoria she was the Bateman Professor of Business Leadership at the University of South Africa's Graduate School of Business Leadership. Her internationally recognized work on race and gender and managing diversity appears in numerous journals and edited volumes. She is co-author with Dr. Ella L J Edmondson Bell of the critically acclaimed Harvard Business School Press book, *Our Separate Ways: Black and White Women and the Struggle for Professional Identity*. She is the recipient of the 2009 *Sage Scholarly Contributions Award* for her contributions to gender and diversity research in organizations. She is currently an Associate Editor for *Organization: The critical journal of organization, theory and society*. Dr. Nkomo served on the editorial board of the *Academy of Management Review* (2002-2007); and currently serves on the editorial board of *Leadership, Journal of Management Education, Equality, Diversity and Inclusion: An International Journal, British Journal of Management, South African Journal of Labour Relations, Journal of Managerial Psychology, Journal of Human South African Journal of Human Resource Management, Management Communication Quarterly, and The Hispanic Journal of Business Research*. She is a past member of the Board of Governors and former chair of the Women in Management Division of the Academy of Management.

**Raymond Trau** is currently a Postdoctoral Research Fellow at The University of Sydney. The research fellowship builds on a research program which primarily focuses on the psychological processes and contextual influences that underlie the social relations between majorities and minorities and performance outcomes. GDO has been his home division since the first year of his doctoral studies, and since then he has served as newsletter editor, committee member, PDW organizer, discussant, session chair, reviewer, and social event organizer for the LGBT and Friends at the Academy group.

GDO has been a wonderful space for its members to fulfill their intellectual, advocacy, social and developmental needs. Most members belong to under-represented groups in their own institution, and many may face difficulties in obtaining mentoring and developmental support. Therefore, he believes that GDO would be even a better space for our members if there is more focus on developmental needs of our members, particularly for doctoral students and junior faculty. These activities may include more PDWs on career development, advice on publishing in top-tier journals, collaborative opportunities, and mentoring.

GDO also is a precious venue for social and intellectual interactions between North American and international members. These interactions have provided valuable opportunities to explore the complex nature of diversity from multiple angles, levels and perspectives. He, therefore, will be active in facilitating further efforts in recruiting members from outside North America and creating fruitful dialogue in our global village.

**Jeanette N. Cleveland**, Penn State U.  
Chair, GDO Nominations and Elections Committee  
Immediate Past GDO Division Chair



## Member Updates



“Consider the *Journal of Management & Organization* as an outlet for publishing the papers you’re presenting at the conference this year”

**Patrick F. McKay** (Rutgers, The State University of New Jersey), **Derek R. Avery** (Temple University), **Hui Liao** (University of Maryland), and **Mark A. Morris** (J.C. Penney, Inc.) had their article, "Does diversity climate lead to customer satisfaction? It depends on the service climate and business unit demography" accepted for publication in *Organization Science*.

**Charmine Härtel** wanted everyone to know that she has returned to **The University of Queensland** in Brisbane Australia, this time taking on the role of *Management Cluster Leader* (Research) in the UQ Business School. She has recently released the 2<sup>nd</sup> edition (see citation below) of her *Human Resource Management* textbook, which adopts and integrates throughout a wellbeing paradigm. This includes regular consideration of issues of diversity and social inclusion, cross-cultural issues and perspectives, and takes a human dignity approach to HRM. She is also the Acting Editor in Chief for *Journal of Management & Organization*, an SSCI listed journal. *JMO* is open to and supportive of diver-

sity related research from anywhere in the world. She encourages GDO members to consider sending their quality work (conceptual and empirical) to the journal for publication consideration. With the Academy meetings rapidly approaching, GDO members may want to consider *JMO* as an outlet for publishing the papers they have had accepted and are presenting at the conference this year. The *JMO* website can be found at: <http://jmo.e-contentmanagement.com/>

**Härtel, C.E.J. & Fujimoto, Y.** (2010). *Human Resource Management* (2<sup>nd</sup> edition). Pearson Education Australia.

**Faith Ngunjiri's** new book may be of interest to those who study/teach about women and leadership, particularly from a Non-Western perspective on some fairly well known approaches, such as spiritual leadership; tempered radicalism; and servant leadership contextualized and as enacted by African women. You can find the citation to her book below:

**Ngunjiri, F. W.** (2010). Women's spiritual leader-

ship in Africa : tempered radicals and critical servant leaders. Albany: State University of New York Press.

Additionally, GDO member **Dr. Bezrukova** has several forthcoming publications.

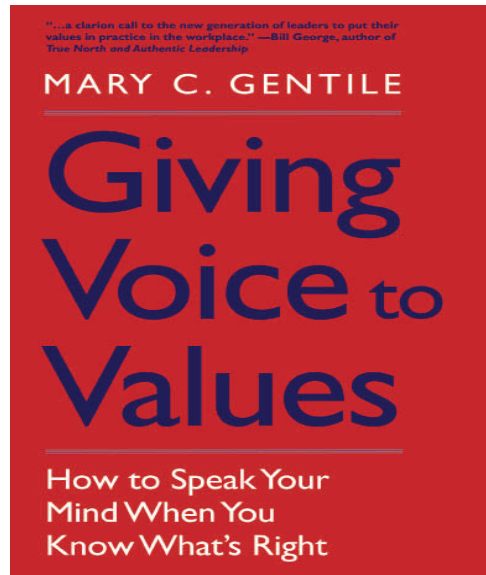
**Bezrukova, K., Spell, C.S., and Perry, J.** (In press). Coping with injustice: Faultlines and mental health in diverse work-groups. Forthcoming in *Personnel Psychology*.

**Cronin, M., Bezrukova, K., Weingart, L., and Tinsley, C.** (In press). The Assets and liabilities of active faultlines: The role of cognitive and affective processes in team performance. Forthcoming in the *Journal of Organizational Behavior*.

**Jehn, K. and Bezrukova, K.** (2010). The Faultline Activation Process and the Effects of Activated Faultlines on Coalition Formation, Conflict, and Group Outcomes. *Organizational Behavior and Human Decision Processes*, 112(1), 24-42.

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# Member Updates

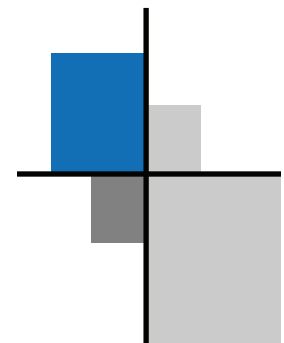


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This book was recently published GDO member **Mary C. Gentile** and is available from Yale university press.

In the book, she explains why past attempts at preparing business leaders to act ethically too often failed, arguing that the issue isn't distinguishing what is right or wrong, but knowing how to act on your values despite opposing pressure. Through research-based advice, practical exercises, and scripts for handling a wide range of ethical dilemmas, Gentile empowers business leaders with the skills to voice and act on their values, and align their professional path with their principles.

GVV is now being piloted in over 100 educational and executive settings on five continents. *Giving Voice to Values* holds the promise to transform the foundational assumptions upon which the teaching of business ethics is based, and importantly, to equip future business leaders to not only know what is right — but how to make it happen.





Upgrade your  
Diversity Pedagogy  
in Montreal,  
Friday, August 6th

All Doctoral  
Students invited to  
the GDO Doctoral  
Consortium—  
Saturday,  
August 7th, 2010  
Apply by July 15th!

## Montreal 2010 GDO Highlights

*“Moving Toward Diversity 2.0? Exploring the “State of the Art” of Our Diversity Pedagogies”*

GDO is offering a Professional Development Workshop at our next meeting in Montreal. The workshop is scheduled for **Friday, August 6<sup>th</sup>** from 8:00 a.m. to 10:00 a.m.

In this workshop we will explore the current “state of the art” of diversity courses in our business classrooms. The focus will be on what is different and emergent – for us as faculty, for our students, and in our syllabi and pedagogies. We will share and sort through our newest challenges and developmental opportunities, and through a “pedagogical potluck” create a new collection of articles, exercises, class designs, film clips, cartoons and instruments for the Gender and Diversity in Organizations website. Participants will be asked to register for the workshop before the conference in order for them to have time to prepare ideas/material for the session.

*Organizers:* **Stacy Blake-Beard, Judy Clair, Marcy Crary, Lynda Moore**  
*Facilitators:* **Doug Creed, Martin Davidson, Robin Ely, Tammy MacLean, Patrick McKay, Duncan Spelman, Marcus Stewart, Valerie Myers**

## GDO Doctoral Consortium

**Saturday, August 7, 8:30 - 4:00**

The GDO doctoral consortium would like your help spreading the word! Please invite any doctoral students you know to consider attending the doctoral consortium. We have an exciting program planned that encourages discussion of early and mid career issues, service, teaching, and creating significant research (more details and a list of panelists can be seen on the GDO website). To encourage student networking within GDO and related divisions, we will co-host a lunch session with the **Careers division doctoral consortium** and also pair students with current GDO members to help them find their way around the academy meeting. To apply to the consortium, students should contact **Robyn Berkley** (rberkle@siue.edu) and **Joy Beatty** (jebeatty@umd.umich.edu). Space is limited, and the application deadline is **July 15, 2010**.

We are also looking for GDO volunteers to be paired with our consortium doctoral students. We are asking the volunteers to show their doctoral student around and introduce them to others during the conference. The time commitment is small, with an initial 30 minute mid-day meeting on **Saturday Aug 7** and then at least one other get-together sometime during the academy meeting (you choose when and where). If you’d like to volunteer or have questions, contact Robyn or Joy at the email addresses above.



# Montreal 2010 GDO Highlights

## Invitation: LGBTQ and Friends Reception, Montréal 2010

Once again we meet to enjoy good company -- friends, allies, and lgbtq members of the Academy -- for the annual "All in the Family" reception. You are invited to join us. Please, come and bring a friend. The reception is sponsored by the **David Eccles School of Business** (U. of Utah) and logistically supported by the GDO Division.

What? All in the Family: Annual Reception for LGBTQ Persons and Friends  
 When? **Saturday, August 7, 8:00pm-10:00pm**  
 Where? The Queen Elizabeth (Fairmont), Marquette

For additional information about this reception, and for a list of lgbtq-related PDWs and sessions, visit the (Informal) Gay, Lesbian, Bisexual, Transgender and Queer Guide to the Academy of Management, at: <http://group.aomonline.org/glb/> or contact [glbt@mailaom.pace.edu](mailto:glbt@mailaom.pace.edu).

*"Please come and bring a friend to the All in the Family: Annual Reception for LGBTQ Persons and Friends"*

## Listserv on Work-Family Issues

There is a periodic free listserv on [work-familywork-fam@list.msu.edu](mailto:work-familywork-fam@list.msu.edu) policy and research that you can sign up for if you are interested, or you can submit appropriate items to it if interested.

For more information you can write to Ellen Kossek at [kossek.msu.edu](http://kossek.msu.edu) or email [work-fam@list.msu.edu](mailto:work-fam@list.msu.edu).





*The Business Journal of Hispanic Research...serves as a conduit between academic research and practice."*

## Call for Papers:

### The Business Journal of Hispanic Research®

Listed in the Cabell's Directory, **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 diversity professionals and others who manage or work with Hispanic business professionals. The journal serves to act as a conduit between academic research and practice.

Several sections are included in the journal. The academic scholarly 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 manuscripts are submitted, all papers will be double blind peer reviewed by scholars and subject matter experts. Also included are an executive summary section, a book review section, and a research in progress section.

THE BUSINESS JOURNAL OF HISPANIC RESEARCH IS SEEKING ACADEMIC PAPERS, EXECUTIVE PAPERS, BOOK REVIEWS, AND EXECUTIVE SUMMARIES

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

- Employment: Talent acquisition, retention, perform-

- Marketing
- Corporate Governance
- Education
- Best practices in organizations
- Entrepreneurship
- Strategic Management
- Women in the workplace
- Professional/executive development

You can submit your manuscript on-line at <http://www.nshmba.org/BJHR> or email it to [mtapia@nshmba.org](mailto:mtapia@nshmba.org)

For more information on submission guidelines or deadlines to submit, please contact:

**Maru Tapia**, MBA  
Managing Editor  
[mtapia@nshmba.org](mailto:mtapia@nshmba.org)  
(817) 984-9707

## 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.

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



**Division Chair:**  
**Quinetta Roberson**  
Villanova University  
Quinetta.Roberson@Villanova.edu

<http://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:**  
**The Newsletter Editor** Nicole Cundiff at [karim@siu.edu](mailto:karim@siu.edu)

**Send in memoriam for those GDO members we have lost to:**  
Rosanne Hawarden ([rosanne@computer-nz.com](mailto:rosanne@computer-nz.com))  
Regular mail submissions: P O Box 29-251, Christchurch, New Zealand

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