

# Gender and Diversity In Organizations

VOLUME XIV, ISSUE I

FEBRUARY 2012

## SPECIAL POINTS OF INTEREST:

- Reports from Chairs
- AoM Conference 2012
- Member Updates and Publications
- Staying Connected in GDO

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## Newsletter Editors:

### Editor:

**Judy Clair**  
Boston College  
clairju@bc.edu

### Assistant Editor:

**Beth Humberd**  
Boston College  
humberd@bc.edu

## Report from the Division Chair

Dear GDO colleagues,

Let me begin by wishing each of you and your loved ones all the very best for 2012! I hope that the new year is off to a great start for you, and that it brings peace and fulfillment to our global community.

As I write this column, several hundreds of our GDO Division members have submitted and are reviewing papers, symposiums and workshop proposals for the GDO program to occur at the Academy of Management conference in Boston in August 2012. This high level of energy and dedication displayed by our division members is inspiring! Thank you to all who submitted papers, symposia and workshop proposals and to all our reviewers.

**Stacy Blake-Beard**, our 2012 Program Chair, provides more detailed information in her column as she begins to put together the conference's Scholarly Program. **Charmine Härtel** will organize the Professional Development Workshop (PDW) program. Many thanks to Stacy and Charmine for all their hard work!

I would also like to thank two major event organizers at our annual conference: **Lisa Nishii** and **dt ogilvie** for organizing our Doctoral Consortium, and **Gwen Combs** and **Eden King** for organizing our new Junior Faculty Consortium. Two-thousand and twelve will be the inaugural year of the GDO Division's Junior Faculty Consortium, and we look forward to many of our early-career faculty colleagues from all over the world participating in this new event. Finally, thanks go to **Gwen Combs** (as Division Chair Elect) and **Ron Ophir** (as Division Treasurer) for leading our upcoming fundraising initiative to gain even more support for our many awards and conference activities.

Thank you also to all the division members who responded to our recent survey seeking volunteers to serve on GDO Division committees this year. Each committee's goals are described on our GDO website site at [http://division.aonline.org/gdo/inside/inside\\_committees.htm](http://division.aonline.org/gdo/inside/inside_committees.htm). Each person who volunteered has been informed about their committee assignments and connected electronically with their committee chairs. Below is the list of Committees and their Chairs for 2011-12, organized as standing and ad hoc committees, conference paper award committees, and Division-wide award committees. Let me know if you are interested in serving on one of these committees:



**Division Chair**

*Diana Bilimoria*

Case Western Reserve  
University

**Diana.Bilimoria@**

**case.edu**

(Continued on page 2)

## Division Chair Report, cont.



Consider asking your institution to become a GDO Division Sponsor! Contact the fundraising Chair, Gwen Combs (gcombs2@unl.edu)

### Standing and Ad Hoc Committees

Our membership Committee is led by **Gayle Baugh**. The International Committee will be led by **Raymond Trau**. **Eden King** will be leading our Media Relations Committee. Douglas Johnson leads our Archival and Historical Committee. And, the By-laws Revision (ad hoc) Committee will be led by **David Kravitz**.

### Conference Paper Award Committees

**David Kravitz** continues his service by leading the Dorothy Harlow Best Conference Paper Award Committee. The Best Conference Paper Based on a Dissertation Award Committee is led by **dt Ogilvie**. The Best Student Conference Paper Award Committee is headed up by **Douglas Johnson**. **Lynn Shore** leads our Faculty Transnational Research Best Conference Paper Award Committee. And, the Student Transnational Research Best Conference Paper Award Committee is led by **Patrick McKay**.

### Division-wide Award Committees

Our Scholarly Contributions to Management (Lifetime) Award Committee is led by **Stella Nkomo**, while our Janet Chusmir (Lifetime) Service Award Committee is led by **Robyn Berkley**. Finally, the Saroj Parasuraman (Best Journal Article) Award Committee is led by **Orlando Richard**.

In the next few weeks you will see calls for nominations for the last three awards mentioned above. As their nomination deadlines are announced, please submit your nominations for these awards to the respective committee chairs.

There are changes to our communications team and Executive Committee. First of all, our thanks go to **Jaye Goosby Smith** who has just stepped down from her role as the Division's Newsletter Editor. Starting with this issue, **Judy Clair** takes over as our 2012 Newsletter Editor, and **Beth Humberd** joins her as our new Associate Newsletter Editor. Thanks to both Judy and Beth for their service, and thanks also for the continued excellent work of our other communications team members: Website Manager **Rosanne Hawarden**, and Listserv/AoM Connect Manager **Dianne Murphy**. Welcome to **Rebecca Portnoy** who will be our Division Secretary for the next three years.

Past Division Chair **David Kravitz** discusses the forthcoming elections for GDO Division Officers and Executive Committee members elsewhere in this newsletter. Please nominate yourself or others to be considered for the slate of GDO positions that will be elected later this spring (see the call for nominations in this newsletter). Once again, I wish you a happy, healthy, and productive new year and look forward to continue working with you in 2012! Please contact me with any suggestions for strengthening the GDO Division and enhancing our programs and activities.

Diana Bilimoria  
GDO Division Chair



# Report from the Program Chair



**Program Chair**  
*Stacy Blake-Beard*  
 Simmons College  
 gdopdw@simmons.edu

## 2012 Annual Meeting of the Academy of Management “The Informal Economy” Boston, Massachusetts August 3-7, 2012

Dear GDO Colleagues,

We are looking forward to seeing you in Boston this summer. Following is information about the GDO Division’s 2012 conference program.

### Meeting Schedule

The **Professional Development Workshop (PDW) Program** will be held on Friday (August 3<sup>rd</sup>) and Saturday (August 4<sup>th</sup>). Sunday (August 5<sup>th</sup>) is reserved for the **All Academy Theme Program**, which has both PDWs and symposium sessions. The evening of **Monday (August 6<sup>th</sup>)**, beginning at 6:30 pm, will be devoted to the **Division Business Meeting and GDO Social**. Please attend these events as they provide a wonderful opportunity to learn about GDO’s activities and accolades, and to meet or re-connect with division members.

The **Scholarly Program** will be held on Monday (August 6<sup>th</sup>) and Tuesday (August 7<sup>th</sup>). The Scholarly program includes six different types of sessions: Divisional Presentation Paper sessions, Divisional Roundtable Paper sessions, Cross-Divisional Paper sessions, Discussion Paper sessions, Divisional and Co-Sponsored Symposium sessions, and Caucus sessions. All sessions will be 90 minutes long, with 15 minute breaks between sessions. Brief descriptions of each type of session are available at: <http://annualmeeting.aonline.org/2012/menu-program/menu-progcomponents?showall=&start=2>.

All-Academy events will be held throughout the conference. These events include: New Member Orientation, President’s Reception for New and International Members, All-Academy Welcome Breakfast, AoM Presidential Address and Awards Ceremony, Town Hall focused on AoM’s Strategic Plan and an All-Academy Closing Reception.

### 2012 Submission and Reviewer Information

For the 2012 conference, the GDO Division received 203 paper and 34 symposium submissions, an increase from last year’s numbers (181 paper and 30 symposium). These figures reflect 11% growth in our paper submissions. Currently, 206 of the submitters have volunteered to serve as reviewers. There are 279 volunteer reviewers; 152 have indicated that they are willing to serve as emergency reviewers. GDO reviewers hail from 35 different countries, and include 79 new reviewers and 87 students. Thank you in advance to all who have volunteered to review; your contribution is priceless.

(Continued on pg. 4)

# Report from the Program Chair, cont.



Get your reviews in  
on time!

They are due  
February 9th

We will assign paper and symposia submissions to reviewers using a computer optimization algorithm that maximizes the number of keyword matches between reviewers and submissions. Due to the large number of reviewers, I anticipate sending each submission to 4 reviewers and ensuring that no reviewer receives more than 3 requests.

**All reviews are due by February 9<sup>th</sup>.** At that 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 by mid-March. The number of conference slots we will be given will depend on the number of GDO submissions relative to the number of submissions to other Divisions and Interests 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 on **Monday (August 6<sup>th</sup>)** afternoon from 5:00 to 6:15 pm., which is part of the AoM Coalition for Faculty Diversity. The Town Hall offers a platform to develop new initiatives to support our members' careers, particularly those from under-represented groups. Now in its 8<sup>th</sup> year, the Coalition is a grass-roots group comprised of AoM 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. The Coalition includes 17 Academy divisions and interest groups, and has more than 150 individual Academy members and 15 advisors representing Academy leadership. The Coalition's initiatives include a diversity census, best practices awards and member support.

## GDO Business Meeting, Awards Presentation and Social

Please join us for the GDO Business Meeting, Awards Presentation, and Social immediately following the Town Hall session. This is scheduled for **Monday (August 6<sup>th</sup>)** evening from 6:30 to 7:30 pm. Our annual GDO Social will be held immediately after the Business and Awards meeting (7:30-9:00 pm). Please join us to reconnect with old friends and meet new colleagues. We look forward to seeing all of you there!

## Updates on GDO Listserv

Please look for further updates about the 2012 Scholarly Program on the GDO Listserv. If you are not already a member of the GDO Listserv, please join it at: <http://www.aonline.org/aom.asp?ID=203>.

If you have any other questions, please feel free to contact me. Thank you in advance for your support of the GDO Division and your contributions to our 2012 conference program.

Stacy Blake-Beard  
Program Chair



## Report from the PDW Chair



### PDW Chair

Charmine Hartel  
University of  
Queensland  
C.hartel@business.  
uq.edu.au

Already GDO's Professional Development Workshop (PDW) program for the 2012 Academy of Management meeting in Boston is shaping up to be more stimulating than ever. So make sure to schedule your travel plans so you can take advantage of these wonderful learning opportunities -- all PDWs will be held between 8:00 a.m. Friday, August 3<sup>rd</sup> and 8:00 p.m. Saturday, August 4<sup>th</sup>.

Although the final program will not be finalized until February 8, every indication is that the diversity of the GDO membership will be served better than ever, with sessions where GDO is the primary or co-sponsor.

PDW submissions this year include proposals for workshops on:

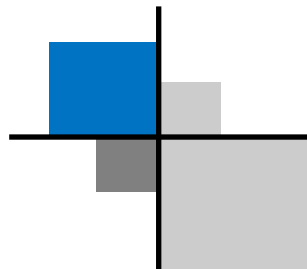
- building cultures of inclusion
- global and cross cultural perspectives on women leaders
- conducting research on sexual minorities
- improving the lives of women in the informal economy through action research projects
- global diversity in doctoral education and academic careers

Special thanks go out to **Lisa Nishii and dt ogilvie**, organizers of this year's full-day Doctoral Consortium and **Gwendolyn Combs and Eden King**, who have organized a terrific program for the launch of GDO's first Junior Faculty Consortium.

Details of the final GDO PDW program will be available in our next newsletter. In the meantime, should you have any questions about the PDW program, please feel free to contact me at [c.hartel@uq.edu.au](mailto:c.hartel@uq.edu.au)

I look forward to seeing you all in Boston.

Charmine E. J. Härtel, PDW Chair  
[c.hartel@uq.edu.au](mailto:c.hartel@uq.edu.au)



# GDO Junior Faculty Consortium



Now is the perfect time to start thinking about attending the Junior Faculty Consortium at the 2012 AoM Conference in Boston!!!

We are excited to announce **the inaugural GDO Junior Faculty Consortium**, which will be offered at the 2012 AoM Meeting in Boston, MA. The Consortium will be presented on Friday morning, 8 AM-12:30 PM. The Consortium reflects responsiveness of the Division leadership to the needs of the membership. Junior faculty members will engage in meaningful discussion concerning topics the impact their success in the field. ***Junior Faculty do not want to miss this opportunity!!***

Our special thanks to members who responded to our request for information regarding content and areas of focus for the session. Based upon that feedback, participants will engage topics such as: preparing for and navigating the tenure process, appropriately managing stress and potential burnout associated with junior faculty roles and responsibilities, managing the political environment, ensuring research and publication success, instructional techniques, and classroom management.

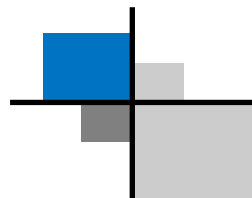
Presenters and facilitators of the Consortium offer a diverse mix of backgrounds, experiences, and perspectives. Participants will benefit from interactive activities, presentations, and in-depth discussions lead by mid-level and senior faculty. Also featured is a panel of editorial board representatives from some of the leading journals in the management field: AMJ, AMR, AMLE and JOM. We appreciate all of our presenters for their willingness to share their knowledge, insights, and experiences.

Pre registration is required for participation in the Consortium. The deadline for registration is June 1, 2012. At the time that the AoM Program is made accessible, please follow the specified PDW registration procedures.

Organizers: Gwendolyn M. Combs and Eden King

**Junior faculty members of GDO are encouraged to participate and register early for the Junior Faculty Consortium.**

**We anticipate a great and informative experience!!**



# NOMINATIONS FOR GDO LEADERSHIP POSITIONS



*We hope you will take this opportunity to contribute to the future of the GDO Division by nominating people for these six positions.*

*Nominations open on January 23rd and close on February 29th*

The current and future success of the GDO Division is solely determined by its members. Those on the leadership team have both the opportunity and responsibility to make special contributions to the Division. Who do you think would help us move onward and upward? Would you like to join the leadership team? This is your chance to make a difference by nominating the right people to the six open positions on the leadership team. These positions include the **Program-Chair Elect/PDW Chair**, the **Treasurer**, and four openings for **Representative-at-Large to the Executive Committee**. Please take some time to think about who should be leading our division and then nominate them. Do not hesitate to nominate yourself if you would like to serve.

Nominations will be made electronically, using the Academy of Management electronic nominations system at <http://apps.aomonline.org/DivNomination>. By the time you read this column, you should already have received an announcement from the Academy of Management with instructions about how to nominate people. **Nominations open on January 23rd and close on February 29th.**

## JOB DESCRIPTIONS FOR OPEN GDO POSITIONS

### **Program Chair-elect/PDW Chair** (five-year commitment)

The Program Chair-elect/PDW Chair will: (1) act as Professional Development Workshop Chair at the 2013 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 Bylaws, the Division Chair, or the Academy of Management Program Chair; (4) coordinate activities through the Division Chair; (5) serve on the GDO Division Executive Committee; and (6) in the four subsequent years, be automatically nominated to the positions of Program Chair, Division Chair-elect, Division Chair, and Immediate Past Division Chair.

### **Treasurer** (three-year term)

The Treasurer will: (1) maintain and report financial reports as requested by the Chair, and in accordance to the requirements set by the Academy of Management; (2) serve as an officer of the GDO Division; and (3) serve on the Executive Committee.

### **Representative-at-Large to the Executive Committee** (three-year term)

Representatives-at-Large will: (1) chair and serve on at least one standing or ad hoc committee during each year; (2) participate in the GDO Executive Committee meeting at the annual conference and multiple teleconference meetings throughout the year; (3) serve as a reviewer for the annual Academy of Management meeting; and (4) be responsive to requests for assistance from the Newsletter Editor or other division officers.

Nominees who are willing to run for office will be asked to provide information on the following items, to which the nominating committee (chaired by Immediate Past Division Chair, **David A. Kravitz**) will give positive weight when determining the final election slate: a) Membership in the GDO division – two years is the required minimum; b) Past service to the GDO division (e.g., serving as a committee chair and/or member); c) Past involvement in GDO division scholarly activities (e.g., giving conference presentations, serving as a program reviewer, serving as session chair or session discussant); d) Record of scholarship relevant to the domain of the GDO Division; e) Record of teaching relevant to the domain of the GDO Division; f) Professional work or consulting relevant to the domain of the GDO Division; g) Service to other organizations that contribute to the mission of the GDO Division (e.g., diversity task force at one's institution, community initiatives, etc.) Experience in countries other than the U.S. Any other information the nominee deems relevant and important.

## Call for GDO Scholarly Contributions Award



What a great way to honor Lifetime GDO scholarly contributions!

Deadline for nominations: April 30th

### 2012 Sage Award for Scholarly Contributions (Lifetime) to Gender and Diversity

The Gender and Diversity in Organizations Division proudly confers an annual award for outstanding scholarship within the GDO domain. Sponsored by Sage Publications, this award recognizes a present or past member of the division who has made significant cumulative 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 Calás & Linda Smircich 2006
Dorothy Perrin Moore 1997	Carol Kulik 2007
Alison Konrad 1998	Ellen Kossek 2008
Belle Rose Ragins 1998	Stella Nkomo 2009
Laura Graves 1999	Debra Meyerson 2010
	David A. Harrison 2011

Criteria for consideration includes: 1) the breath or overall scope of the nominee's work with consideration to her/his 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 with respect to the criteria stated above and a copy of the nominee's curriculum vitae. **The deadline for nominations is April 30, 2012.** Please send your nomination or questions to Stella Nkomo, Chair, Sage Award for Scholarly Contributions Committee) at the following email address: [stella.nkomo@up.ac.za](mailto:stella.nkomo@up.ac.za)





Don't forget to let the GDO Newsletter Editor know about your recent publications, activities, and accomplishments!

# Member Updates

## Honors, Awards and Promotions

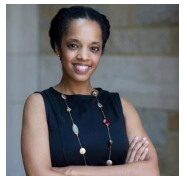
**Gayle Baugh** (University of West Florida) has been appointed as the incoming Editor for *Group & Organization Management*, a journal published by SAGE. Submissions from members of GDO are, of course, encouraged! Gayle is also the 2012 recipient of the Southwest Academy of Management Distinguished Educator Award (sponsored by McGraw-Hill/Irwin). The award will be presented at the meeting of the Southwest Academy of Management in New Orleans in March.



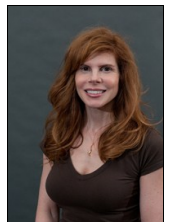
We are pleased to share that **Diana Bilimoria**, our Division Chairperson for GDO, was appointed to the KeyBank Professorship at the Weatherhead School of Management at Case Western Reserve University in Fall 2011. Congratulations to Diana on the hard work that led to this honor!



We would like to share that **Stephanie Creary**, a third-year doctoral student in Management & Organization at Boston College Carroll School of Management, was appointed as the 2011-2012 President of The PhD Project Management Doctoral Students Association (MDSA). Each summer, the MDSA meets in conjunction with the AoM meeting. All expenses for minority doctoral student members are covered to attend the MDSA conference and the AoM meeting allowing our members to network with leading academics in our field (including GDO members) and receive invaluable support, encouragement and insights. Many of our members have stated that without this peer support, they would not have made it through their doctoral programs. If you are interested in receiving more information about this year's MDSA Conference in Boston, which will be held August 1 - August 3, 2012, please e-mail Stephanie at: [2012MDSAConference@gmail.com](mailto:2012MDSAConference@gmail.com).



Congratulations to **Mary Godwyn**, Associate Professor of Sociology at Babson College, who was granted tenure this year! In addition Mary published two books this year, both relevant to gender and diversity. The first book published in 2012 is: *Sociology of Organizations: Structures and Relationships* (with Jody Hoffer Gittell, Ph.D.). Thousand Oaks, CA: Pine Forge Press/Sage Publications, Inc. The second book published in 2011 is: *Minority Women Entrepreneurs: How Outsider Status Can Lead to Better Business Practices* (with Donna Stoddard, D.B.A.). Palo Alto, CA: Stanford University Press and Sheffield, UK: Greenleaf Publishing, Ltd. A short video description is also available at: <http://www.youtube.com/watch?v=V5zTvs8t8kA>.





After you  
CONGRATULATE your  
GDO colleagues,  
consider CITING their  
contributions!

# Member Updates

## Selected Publications

**Belliveau, M.** 2011 in press. Engendering Inequity? How Social Accounts Create vs. Merely Explain Unfavorable Pay Outcomes for Women. *Organization Science*.

**Blake-Beard, S. Bayne, M., Crosby, F., & Muller, C.** 2011. Matching by race and gender in mentoring relationships: Keeping our eyes on the prize. *Journal of Social Issues*, 67: 622-643.

**Carton, A. & Rosette, A.** 2011. Explaining bias against black leaders: Integrating theory on information processing and goal-based stereotyping. *Academy of Management Journal*, 54: 1141-1158.

**Clair, J., Humbert, B., Caruso, H., and Morgan Roberts, L.** 2012. Marginal memberships: Psychological effects of identity ambiguity on professionals who are demographically different from the majority. *Organizational Psychology Review*, 2(1): 71-93.

**Combs, G. M., Milosevic, I., Jeung, W., Griffith, J.** 2011, Ethnic identity and job attributes: The role of collectivism and psychological capital. *Journal of Leadership and Organizational Studies*, 19, 5-16.

**Ely, R., Ibarra, H., and Kolb, D.** 2011. Taking Gender into Account: Theory and Design for Women's Leadership Development Programs. *Academy of Management Learning & Education* 10: 474-493.

**Ely, R. Padavic, I. and Thomas, D.** 2011 (In press). Racial diversity, racial asymmetries, and team learning environment: Effects on performance. *Organization Studies*.

**Gentile, M.** 2012 (paperback and Spanish versions). *Giving voice to values: How to speak your mind when you know what's right*. Yale University Press. More info at [www.MaryGentile.com](http://www.MaryGentile.com) and [www.GivingVoiceToValues.org](http://www.GivingVoiceToValues.org).

**King, E, Dawson, J., Kravitz, D., & Gulick, L.** 2012. A multilevel study of the relationships between diversity training, ethnic discrimination and satisfaction in organizations. *Journal Of Organizational Behavior*, 33: 5-20.

**King, E., Dawson, J., West, M., Gilrane, V., Peddie, C., and Bastin, L.** 2011. Why organizational and community diversity matters: Representativeness and the emergence of incivility and organizational performance. *Academy of Management Journal*, 54: 1103-1118.

**Ladge, J., Greenberg, D. and Clair, J.** 2011. What to expect when she's expecting: Work-family and identity integration challenges and opportunities of "soon-to-be" working professional mothers. In Kaiser, S. et al. (Eds), *Creating balance?: International perspectives on work-life integration of professionals*. Springer Publishers.

**Shapiro, M., Ingols, C. & Blake-Beard, S.** 2011. Using power to influence outcomes: Does gender matter? *Journal of Management Education*, 35: 713-748.

**Shore, L. Coyle-Shapiro, J, & Tetrick, L** (Eds.) in press. *The employee-organization relationship: applications for the 21<sup>st</sup> century*. New York, NY: Applied Psychology Series, Psychology Press/Routledge.



*Seeking candidates for  
the Deloitte Ellen  
Gabriel Endowed Chair  
in Women's Leadership  
at Simmons College  
School of Management*

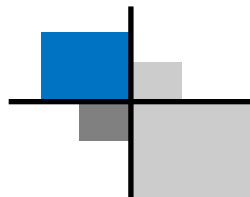
## Deloitte Ellen Gabriel Chair for Women and Leadership

Simmons College School of Management (SOM) seeks candidates for the Deloitte Ellen Gabriel endowed chair in women's leadership. Applicants should be premier scholars and/or distinguished leaders and practitioners. The chair will be expected to carry out applied research, and to provide intellectual leadership in conjunction with the Center for Gender in Organizations. The chair will also serve as an active spokesperson informing and shaping national and international discourse and policy on appropriate strategies for advancing women into leadership roles in all sectors. Applicants should possess a doctorate or equivalent terminal degree in business or management or a closely related field that reflects deep understanding of women's leadership. We seek a track record of providing intellectual leadership in gender, diversity, organizational studies, women's leadership in a global context, women's leadership education and development, and/or strategy.

The School of Management (SOM), founded in 1974 as the Graduate School of Management, offers the only MBA program in the country designed specifically for women. The mission of the MBA program and the undergraduate program is to educate women for power and principled leadership. There are four SOM graduate programs: an MBA, a Master's in Communications Management, a Master in Healthcare Administration, an online accelerated Master in Healthcare Administration for Pharmacists; as well as a coordinated MBA/MSW degree. The SOM also offers a BA/MBA program, and executive education programs for senior women at leading corporations; and partnerships with two premier business schools in India.

Simmons is an equal opportunity employer and is committed to continuing to develop a more diverse faculty, staff, student body and curriculum. Founded in 1899 and located in Boston's historic Fenway area, Simmons is a private, non-sectarian college consisting of a four-year, undergraduate women's college and five coeducational graduate schools in health sciences, liberal arts, social work, library and information science, and management. Consideration of applications will continue until the position is filled. To apply, visit <http://jobs.simmons.edu> and click "Search Postings", select position title and follow directions to apply online. Please submit a cover letter, curriculum vitae, statement of teaching philosophy, relevant syllabi, publications or documentation related to professional scholarship, and contact information for three professional references electronically to <http://jobs.simmons.edu> AND hard copy to:

Chair, Deloitte Ellen Gabriel Chair for Women and Leadership  
Search Committee  
School of Management  
Simmons College  
300 The Fenway  
Boston, MA, 02115



# Calls for Papers and Conferences

## Call for Papers

Academy of Management Learning & Education

2013 Special Issue

**CROSS-CULTURAL MANAGEMENT LEARNING AND EDUCATION:  
EXPLORING MULTIPLE AIMS, APPROACHES, AND IMPACTS**

## Guest Editors:

**Jacob Eisenberg, University College Dublin**

**Charmine E. J. Härtel, University of Queensland**

**Günter K. Stahl, Vienna University of Economics and Business and INSEAD**

As part of the intense globalization of businesses and societies over the past few decades, millions of organization members, managers, and executives find themselves dealing with colleagues and customers who grew up in a different culture from their own and who, in more ways than one, speak a “different language.” Moreover, skills shortages and economic conditions in many parts of the world have elicited mass migration of workers across borders, with some countries experiencing a rapid shift from cultural homogeneity to cultural heterogeneity (e.g., Ireland). Not surprisingly, the parochial “one-size-fits-all” assumption in management practices has to be abandoned in favor of acknowledgment that culture shapes not only our social interactions and behaviors, but also what motivates and affects our attitudes, feelings, and actions at the workplace. Taken together, these events have led to the acute need for managers to understand the impact of cultural differences on organization members’ behaviors.

In response to this need, during the past decade, cross-cultural management (CCM) issues have attracted an unprecedented attention in all circles of management scholarship and practice. Training employees to deal effectively with CCM issues both domestically (with colleagues and customers) and on expatriate assignments became a major priority for many organizations and, consequently, we saw a proliferation of training and consulting companies focusing on this theme. Annually, hundreds of journal articles in management and related disciplines (e.g., psychology, sociology) addressing cross-cultural issues in organizations appeared, and the Academy of Management’s meetings saw a surge in presentations and activities related to CCM. Several new journals focusing on this topic also emerged as did journals focusing on regional issues in management.

Correspondingly, business schools began introducing and expanding CCM courses in their curricula with many schools offering multiple courses with differing levels of specificity (e.g., Doing Business in Asia; Leadership Across Cultures). At the same time, the available texts for teaching CCM increased from a rare few to well over a dozen. Reflecting these changes is the AACSB’s explicit statement of the need to

(Continued on pg. 13)



## Calls for Papers and Conferences, cont.



develop CCM skills and competencies in the next generation of managers in its recent guide, Eligibility Procedures and Accreditation Standards.

The rapid growth in CCM educational activities brought about a plethora of approaches to teaching CCM in business schools and spurred many discussions and, indeed, debates on what approach should be taken. For example, one of the livelier ongoing debates in the CCM education community is whether such a course should be based on teaching the major cultural dimensions models or whether CCM courses should instead present culture as a complex and not clearly definable set of social practices and, sometimes, paradoxes.

This special issue aims to take stock of and advance CCM teaching and education. While the primary focus of the special issue is on teaching CCM in the academic environment, we also seek to examine approaches to CCM education and training that are practiced by other profit and nonprofit organizations. Following AMLE format, we specifically seek empirical and conceptual articles for the Research & Reviews and the Essays, Dialogues, & Interviews sections of the journal. Responding to the ongoing debates about the proper approaches to teaching CCM, the Essays, Dialogues, & Interviews section will focus on the theme, Emics and Etics: Global Dimensions vs. Cultural Paradoxes and will feature different approaches to teaching CCM as they are reflected in, and affected by, differing disciplinary (e.g., anthropology vs. psychology) and national (e.g., European-based vs. US-based approaches) contexts, and traditions. Suggested topics for this special issue include, but are not restricted to, the following:

- Identifying the key cultural issues that management education is and needs to be addressing to prepare future international managers;
- Exploring how research on culture, cross-cultural management, and expatriate training can assist in the development of approaches to increasing cultural awareness and cross-cultural management competencies;
- Examining the efficacy of current CCM courses offered by academic institutions, consulting companies, and in-company training (although note that such examinations should have a theoretical grounding);
- Presenting research examining the approach where entire programs (such as Lauder program in Wharton School) or an entire school (e.g., Thunderbird School of Global Management) are focused on the education of international managers;
- Identifying the core principles of CCM teaching and the latest evidence-based innovations in CCM education;
- Presentation of research findings on measures and criteria for assessing the acquisition of CCM skills;

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## Calls for Papers and Conferences, cont.



- Examining how CCM has, or could, contribute to the greater field of management, for example, by exploring how the guiding theories in CCM might contribute to other aspects of management scholarship such as virtual teams, conflict and negotiation, or communication;
- Exploring how learning occurs in CCM contexts, such as by studying how CCM-prompted knowledge is transferred or shared over time;
- Exploring how CCM teaching can be enriched by incorporating international field experiences, service-learning assignments, and “awareness-raising” experiences into the design of courses and programs; and
- Documenting and critically evaluating the multimedia teaching resources in CCM.

Initial submissions must be received between June 1 and June 30, 2012, by way of ScholarOne (mc.manuscriptcentral.com/amle). Authors should designate their manuscript for this Special Issue (“Special Issue - Cross-cultural Management Learning & Education 2013” in the manuscript type pull down menu). Submissions should be accompanied by an assurance of originality and exclusivity and should adhere to the “Style and Format” guide for authors that can be found on the journal’s website (www.aom.pace.edu/amle). If you have questions or suggestions regarding manuscripts, please direct them to: Jacob Eisenberg (jacob.eisenberg@ucd.ie) for Research & Reviews; Günter Stahl (guenter.stahl@wu.ac.at) for Essays, Dialogues & Interviews; and Charmine Härtel (c.hartel@business.uq.edu.au) for Book & Resource Reviews. Guest editors will be available to meet with submitting authors during the 2012 Academy of Management meetings in Boston.

### **5th EDI Conference 23-25 July Toulouse Business School France**

The 5th EDI (Equality Diversity Inclusion) conference will be held in Toulouse, Southwest France. Conference theme is country and comparative perspectives on EDI. There are 24 streams and 4 pre-conference workshops out of which a doctoral workshop under supervision of Judith Pringle and Annie Cornet. 5 international journals and several edited books or book series are associated to this conference. Key-note speakers are Anne-Marie Greene and Gill Kirton (to be confirmed), on trade unions and diversity in an international perspective, and Uyen Do from Migration Policy Group, Brussels, on international comparisons in non discrimination policies. Deadline for sending abstracts/papers is February 1. For more info go to conference website, [www.edi-conference.org](http://www.edi-conference.org).

# Calls for Papers and Conferences, cont.



## Conference Announcement: Save the Date

After a one-year hiatus, the annual conference *Workplace Diversity: Practice and Research* will return in 2012. The conference will be held at the Mason Inn Conference Center and Hotel (<http://www.acc-masoninnandconferencecenter.com/>) on June 22-23 (Friday-Saturday). A block of rooms will be reserved for out-of-town participants.

The central goal of this annual conference is to bridge the gap between diversity researchers and practitioners, thus increasing the ability of both to do impactful diversity work. In recent years, the attendees have been evenly divided between academics and practitioners, thus providing individuals in both groups with the opportunity to collaborate and to learn more about the other worldview.

As in past years, the conference will have a unifying theme, which is yet to be determined. Each 90-minute session will cover a topic relevant to that theme, will be led by those with experience in both research and practice (typically a two-person containing an academic and a practitioner), and will involve both presentation of information and participant involvement.

More information will be posted on the conference website (<http://som.gmu.edu/diversity>) as it becomes available. Information can also be obtained from David Kravitz, Professor of Management and Conference Chair, at [dkravitz@gmu.edu](mailto:dkravitz@gmu.edu) and 703-993-1781.

## Call for Papers Gender in Management: An International Journal

*Gender in Management: An International Journal* (formerly *Women in Management Review*) is a double blind peer reviewed journal which publishes original, critical and scholarly papers that make theoretical and methodological contributions to our understanding of gender-based issues in management. The journal encourages diversity in thinking about gender in management and welcomes papers from all academic disciplines which can contribute to management knowledge about this area. Whilst focusing on management concerns, the journal acknowledges the importance of a broader social context influencing gender in management issues, such as political and legislative decisions, education and social policy, economic factors, etc. Papers which examine gender-based management issues in specific industries or sectors are encouraged.

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# Calls for Papers and Conferences, cont.



The journal welcomes qualitative and quantitative research-based articles as well as critical research reviews and analyses covering a broad range of management topics in so far as they relate to gender issues, including Careers, Communication, Conflict,

Cross-cultural issues, Decision-making, Employee-employer relationships, Equal opportunities, Entrepreneurship, Glass ceiling issues, Leadership, Organizational justice, Reward and recognition, Sexuality and sexual orientation and Work-life balance. *Gender in Management* particularly encourages papers from emerging regions of the world which expand our knowledge of these areas and which provide insights into the different cultural underpinnings of research from and about these parts.

Enquiries regarding submissions should be sent to the editors, Dr Adelina Broadbridge [a.m.broadbridge@stir.ac.uk](mailto:a.m.broadbridge@stir.ac.uk) and Professor Sharon Mavin [sharon.mavin@northumbria.ac.uk](mailto:sharon.mavin@northumbria.ac.uk)

## **Call for Papers for Special Issue of *Organization: The Critical Journal of Organization, Theory and Society***

**Deadline 1<sup>st</sup> June 2013  
Ethics, Embodiment and Organizations**

### **Guest Editors:**

**Alison Pullen (Swansea University)**

**Carl Rhodes (Swansea University)**

**René ten Bos (Radboud University)**

This special issue will bring together contributions from across the social sciences and humanities that pay attention to the embodied character of both ethics and organizations. We are interested in what might happen when an ethics founded in and through the human body is brought into encounter with the rationalized and routinized character of organizations (Pullen and Rhodes, 2010). Amidst what has been dubbed an ‘ethical turn’ in social theory (Garber, Hanssen and Walkowitz, 2000), we focus on the corporeal character of ethics as manifest in an ‘ethico-political’ practice (Diprose, 2002). Calling into question the controlling and rational nature of traditional ethical theorizing as an “ethics that is out of touch with the body” (Shildrick, 1997: 172), corporeal ethics is concerned with ethics that arises from the interaction between people, the embodied effects and affects of that interaction, and the indissoluble relation between thinking and feeling.





*Do you want to stay informed about what is going on in the gender and diversity fields?*

*Do you need to connect with other GDO members?*

# GDO Information Stream

## GDO Listserv and AoM Connect!

By: Dianne Murphy, AoM GDO Listserv Manager, University of Wisconsin-Milwaukee

Two great ways to stay connected are the GDO Listserv and AoM Connect. This article informs **new GDO members** of available communication tools; provides further understanding for **existing GDO members**; and, encourages participation from all!

### **GDO Division Listserv**

The Academy of Management offers 50 Listservs (electronic mailing lists) to its members; one for each of the AoM Divisions (ours is GDO-L) and others which target specific audiences (e.g., STUDENT-L). Some Listservs require specific division membership to join, some allow attachments, others do not, etc.

The GDO Listserv is open to all Academy of Management members, regardless of division membership. However, your membership in the GDO division does *not* automatically add you to the GDO Listserv; you must request membership. All subscription requests are sent to the list manager, who verifies AoM membership before approving subscription requests. For security purposes, the GDO Listserv does not allow attachments. Currently the GDO-Listserv has 694 members, having grown by 12% in the past year.

### *Why should I join the GDO Listserv?*

It is an efficient way to stay on top of **specific news** relevant to **Gender and Diversity Scholars, Students and Practitioners**. Common posts to the Listserv include:

- Calls for Proposals
- Announcements for Special Issue and Conferences
- Job Opportunities
- Conference Workshops Relevant to Gender and Diversity
- Award Nominations & Announcements
- Communications from the GDO Division Chair
- Unpublished Work Requests (i.e. Meta-analyses)
- GDO Newsletter Dissemination, Requests for Articles

### *How do I join?*

It is simple to join, just copy the following link into your browser:

<http://aomlists.pace.edu/scripts/wa.exe?SUBED1=GDO-L&A=1>

Enter your email address and name, then click “Join GDO-L”.

OR

Go to [www.aomonline.org](http://www.aomonline.org), select the “**People and Communities**” bubble at the top of the page, then select “**Listservs**” from the menu on the left, which lists AoM Listservs. Find GDO-L in the list, click on “**Subscribe**”. Enter your email address and name, then click “**Join GDO-L**”. Soon, the Listserv manager will verify your membership and send you a confirmation email providing simple instructions for posting to or exiting the Listserv.

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Join the GDO Listserv  
and AOMConnect!

## GDO Information Stream, cont.

*How can I see old Listserv postings?*

If you accidentally deleted a post or want to simply review the latest postings in GDO, go to the Listserv Archives at <http://aomlists.pace.edu/archives/GDO-L.html>

*Is there a protocol for posting?*

Listserv Rules and Etiquette can be found at: <http://aomlists.pace.edu/guidelines.asp>

*What if I am not a member of the GDO Listserv?*

If you are not a member of the Listserv or are having difficulty posting, email me at Dianne Murphy, at [ddmurphy@uwm.edu](mailto:ddmurphy@uwm.edu) and I will happily post on your behalf. Please include a subject line and complete contact information with your request.



In member surveys, networking has been cited as the number one reason to belong to the Academy of Management. AoM Connect was introduced in May 2010 to provide AoM members with online tools to connect with colleagues and collaborate. (Susan Fernandez, Marketing and Social Media Specialist, Academy of Management)

*What is AoM Connect?* A multitude of online collaboration tools. A social networking website. An archive of resources. A photo library. A place to share. A learning center. A discussion board. It is what you make it.

*How do I log in?* Go to <http://connect.aomonline.org> and use your last name as your username and your AoM membership number as your password

*How do I update my Member Profile?* Update your member profile by selecting [Edit My Profile](#) from the [MyAOM Connect](#) menu or from the AoM Connect main page.

*Does AoM Connect support Groups?* All GDO Division members are automatically added to the GDO Division Group in AoM Connect, which is a wonderful forum for discussions. Traditionally, the GDO Listserv has not been used for discussions. AoM Connect helps fill this void. It offers threading, archiving, and email notification (subscribe option) of the discussion. The subscribe option emails you when a new post is added to the discussion.

You can also request to have your very own group set up. If you are working on a project with other Academy of Management members, AoM Connect can provide a forum to archive your documents, facilitate your discussions and connect. There are three types of groups that can be requested: “open join” group (anyone can join), “request membership” group (users would send a request form to join the group and the group owner would need to approve their membership to the group) and “owner select” group (only the group owner can add members to the group). Instructions on groups can be found at the support/help section on AoM Connect. The features of AoM Connect are plentiful, and cannot be adequately discussed in this brief article.

Both of these tools, the GDO Listserv and AoM Connect, help GDO members stay current in the information stream!



## 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:**  
*Diana Bilimoria*  
Case Western Reserve  
University  
**Diana.Bilimoria@case.edu**

## Have a submission for the GDO Division Newsletter?

The GDO newsletter is excited to post news about GDO 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** Judy Clair at [clairju@bc.edu](mailto:clairju@bc.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

VOLUME XIV, ISSUE I,  
FEBRUARY, 2012