

Gender and Diversity In Organizations

VOLUME XIV, ISSUE 2

MAY 2012

SPECIAL POINTS OF INTEREST:

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

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Report from the Division Chair

Dear GDO colleagues,

Welcome to this conference preview issue of the Gender and Diversity in Organizations (GDO) Division's newsletter! As I write this column, our Division Officers and Executive Committee have been gearing up for months to create an exciting meeting of the GDO Division at the Academy of Management (AOM) in Boston, Massachusetts in August 2012.

We look forward to your participation in the annual AOM conference and hope that you will choose to attend many GDO Division activities. Most of the GDO Division's sessions will occur in the Boston Park Plaza Hotel. Please register for the conference and book your hotel reservations now at <http://annualmeeting.aomonline.org/2012/registration-housing>.

Other columns in this newsletter will describe our Scholarly Program (many thanks to our Program Chair **Stacy Blake-Beard**) and Professional Development Workshop (PDW) Program (many thanks to our PDW Chair, **Charmine Härtel**), so I will focus here on other GDO events. Specifically, I hope you will join us for the following:

NEW EVENT!! GDO Junior Faculty Consortium. Friday August, 3rd, 8:00am - 12:30pm Boston Park Plaza: Georgian Room. If you are an early-career faculty member, please join a dynamic conversation relevant to the academic career development of junior faculty. Many thanks to Division Chair-Elect **Gwen Combs** and **Eden King** for organizing this event. Registration required.

GDO Division Pre-Conference Social Hour. Friday August 3rd, 6:00 – 7:30 pm. Boston Park Plaza: Franklin Room. Meet friends and make new ones over good food and drinks at our successful pre-conference reception.

GDO Doctoral Student Consortium. Saturday August, 4th, 8:30am - 4:00pm Boston Park Plaza: Whittier Room. Our doctoral student consortium continues this year with a kick-off dinner on Friday August 3rd immediately following our pre-conference social hour. If you are a senior doctoral student, please plan to participate in the consortium's activities addressing the doctoral student experience. Many thanks to **Lisa Nishii** and **dt ogilvie** for organizing this event. Registration requested.



Division Chair

Diana Bilimoria

Case Western Reserve
University

**Diana.Bilimoria@
case.edu**

(Continued on pg. 2)

Division Chair Report, cont.



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

All in the Family: Annual Reception for LGBTQ Persons and Friends. Saturday August 4th, 8:00 – 10:00 pm. Boston Park Plaza: Whittier Room. Allies, friends, gay, lesbian, bisexual & transgendered persons are invited to attend. Sponsored by the University of Utah, this is always a lively event.

GDO Welcome Coffee/Tea. Monday August 5th, 7:30 – 8:30 am. Boston Park Plaza: Terrace Room. Begin your scholarly program meeting with coffee/tea, pastries and good company.

GDO Business Meeting. Monday August 5th, 6:30 – 7:30 pm. Boston Park Plaza: Clarendon Room. We will review the past year's activities, announce the recipients of division awards, and transition to a new leadership team.

GDO Social Hour. Monday, August 15th, 7:30 – 9:30 pm. Boston Park Plaza: Terrace Room. This event is always an excellent opportunity to connect with old friends and make new friends.

To support the GDO Division's many professional and social activities and awards at the AOM conference, Division Chair-Elect **Gwen Combs** and GDO Treasurer **Ron Ophir** have set a fundraising record for a 3rd year in a row! A big thank you to Gwen and Ron as well as to our new and continuing sponsors without whom the GDO Division would be hard-pressed to maintain our conference tradition of great professional and social activities and awards.

Thanks also go to the Chairs and committee members of our 2012 conference award committees who are working diligently to finalize the award winners! Thanks also to the chairs and volunteers of other divisional committees who are finalizing their preparations for an exciting conference for all of us, including Membership Committee Chair **Gayle Baugh** and International Committee Chair **Raymond Trau**!

Beyond our extensive preparations for the annual meeting in August, I would like to recognize Immediate Past Chair **David Kravitz** for leading a bylaws revision process this year that will likely culminate in a recommendation to the divisional membership next year. Please also join me in welcoming our new Secretary **Rebecca Portnoy** to our team.

I have greatly enjoyed serving you as Division Chair over the past year and look forward to seeing you at the AOM meeting in Boston. Until then, please feel free to contact me with your thoughts about the GDO Division of the Academy of Management.

Diana Bilimoria, GDO Division Chair
diana.bilimoria@case.edu

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 look forward to welcoming you to Boston, Massachusetts –a city of historical firsts (first public library, first public transit system, first public school system). Boston is renowned for its educational institutions, cultural landmarks and beautiful surroundings. From the Underground Railroad to the newly renovated Isabella Stewart Gardner Museum to the century-old Fenway Park, this vibrant city offers opportunity for enlightenment and entertainment to attendees of the **2012 Annual Academy of Management Meeting, August 3-7.**

GDO has assembled an impressive array of PDW and Scholarly Program sessions. The Scholarly Program consists of paper sessions and symposia that address a number of issues related to the conference theme and of particular relevance to the GDO membership. In addition to GDO’s scholarly program, several papers from our division have been included in the Cross-Division Program and in the Discussion Papers Program. Finally, we will also offer several opportunities for GDO members and friends to re-connect, to meet new members and to recognize and celebrate the professional and personal accomplishments of colleagues.

Scholarly Program Highlights

The GDO Scholarly Program schedule will take place on Monday and Tuesday, August 6 and 7. All paper sessions, symposia, business meetings and social events will take place at the **Boston Park Plaza Hotel**. Diana already discussed the array of non-scholarly events in the President’s message (see above). We also have an action packed scholarly program, which will include:

- 16 symposiums on a variety of topics, with the GDO Division being the primary or sole sponsor on 10 of them. Three of GDO’s symposiums will be featured as Showcase Symposia.
- 5 Divisional Presentation Paper sessions, led by a session Chair, in which authors will have a set amount of time to present their work. After the presentations, discussants will offer comments and facilitate a group discussion. The 3 papers in each session are conceptually related.

(Continued on pg. 4)



Don't miss the special PRME showcase session Gender Issues in Management Education

Program Chair Report, cont.

- 8 Divisional Roundtable Paper sessions led by a session Facilitator will consist of 3 to 5 papers with a common. Authors will present their work and then engage in deeper discussion with attendees led by the session discussant.
- 10 Cross-Divisional Papers spread across the Cross-Divisional Paper program, which will consist of sessions that group papers together based 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.
- 10 Discussion Papers spread across the Discussion Paper program. This program consists 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. Special thanks to **Maura Belliveau** (Long Island University), **D. Anthony Butterfield** (University of Massachusetts Amherst), **Regina O'Neill** (Suffolk University) and **Vasanthi Srinivasan** (IIM-Bangalore) for agreeing to act as GDO coaches.

Session Showcase—New UN PRME Project to Advance the Teaching of Gender Issues in [Management Education] Worldwide

Each year, the program chair has an opportunity to showcase a session on behalf of the GDO leadership. This year we have chosen the new United Nations initiative “Principles for Responsible Management Education” (PRME). We are honored that the co-chairs of this initiative, **Patricia Flynn** and **Maureen Kilgour**, along with PRME Secretariat **Jonas Haertle**, will lead a discussion on the development of a Global Repository of resources to assist faculty worldwide to integrate gender issues into management education. The panel will examine the ways in which gender is currently addressed in management education, including in research, practice and curriculum across management disciplines. Panelists will also discuss significant gaps in materials available and options for fillings these deficiencies.

Please look for further updates from me 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.aomonline.org/aom.asp?ID=203>.

Serving as Program Chair over the past year has reinforced my commitment to GDO. I have had the honor of seeing firsthand the generosity of our members who have served the division through reviewing, sitting on award committees, and acting as presenters, discussants, coaches and chairs. I want to especially thank the 267 reviewers who rated 635 papers and 96 symposia. Our division could not have assembled the phenomenal conference program without your assistance. I look forward to welcoming you to Boston in August!

Stacy Blake-Beard
Simmons College
2012 GDO Program Chair



Report from the PDW Chair

GDO Division Professional Development Workshops at the 2012 AOM

This year's GDO PDW program offers wonderful opportunities to learn, network and set up new collaborations and project. Put it in your calendar as a not-to-miss part of your AoM schedule. GDO's Professional Development Workshop (PDW) program for the 2012 Academy of Management meeting in Boston will be running from 8:00 a.m. Tuesday, August 3rd to 8:00 p.m., Saturday, August 4th.

We are especially pleased to be launching the GDO Junior Faculty Consortium which is aimed at addressing the needs of pre-tenure or junior faculty members affiliated with the GDO Division. The Consortium, co-organized by **Gwen Combs** and **Eden King**, will address topics such as preparing for the tenure process, constructive ways of managing stress and potential burnout, navigating the political environment, managing your research to ensure a regular stream of publications, and facilitating effective student learning. Mid-level and senior academics will facilitate the workshop, and representatives from the leading management journals will share their insights on the publishing process. Pre-registration is required for this workshop so be sure to register online before June 1 at <https://secure.aomonline.org/PDWReg>

In addition to the new GDO Faculty Consortium, another highlight in the PDW program on Friday, August 3, is the PDW on "Diversity in Academia: Global Pathways to Doctoral Education and Beyond. This PDW, showcasing the diversity in pathways to academic life across the globe, is especially timely given the increasing international mobility of academic staff in our field.

On Saturday, August 4, we have an exciting innovation in the PDW entitled "Women in the Informal Economy: Improving Their Lives Through Caring Action Research Projects". The goal for this PDW is to bring academics and practitioners together from across Academy divisions to 'design real-world projects to help women in the informal economy find their voice and improve their lives with action-oriented care and "decent work".'

I look forward to seeing you all in Boston.

Kind regards,

Charmine E. J. Härtel PhD
The University of Queensland (Brisbane, Australia)



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Congratulations to all of those who were elected and thank you to all of those who chose to run for elections this year.

GDO Election Results are In!

Colleagues,

The 2012 GDO Division Elections are now history. The polls closed at midnight on May 16 and I am writing this column at 5:00 am on May 17. Many thanks to those of you who took the time to demonstrate your organizational citizenship and commitment to the GDO Division by voting. Our 30% participation rate exceeded the overall Academy of Management rate of 28% and last year's GDO rate of 25%. Our recent maximum was 44.5% in 2006.

The Results

The current members of the five-year officer sequence were all re-elected. As of August 2012, the Division Chair will be **Gwendolyn Combs** (University of Nebraska-Lincoln), the Division Chair-Elect will be **Stacy Blake-Beard** (Simmons College), and the Program Chair will be **Charmine Hartel** (The University of Queensland). In addition, of course, the Immediate Past Division Chair will be **Diana Bilimoria** (Case Western Reserve University)

Lisa Nishii of Cornell University was elected to the position of Division Program Chair-Elect and PDW Chair. During the next five years, she will work her way through the five elected officer positions. Congratulations, Lisa! From personal experience, I can assure you that this will be a wonderfully satisfying (if somewhat time consuming) experience.

We had an exceptionally long and strong set of nominees for the Executive Committee this year. In August, the GDO leadership team will be joined by **Derek Avery** (Temple University), **Donna Maria Blancero** (Bentley University), **Caren Goldberg** (American University) and **Susan Vinnicombe** (Cranfield School of Management). Congratulations to all of them and thanks for their willingness to commit their time and energy to the governance of the GDO Division.

Our treasurer for the next three years will be **Beth Ann Livingston** of Cornell University. Congratulations, Beth, and many thanks for taking on this very important responsibility.

Finally, I want to offer a word of appreciation to all those who ran for office but were not elected this year. Had they not accepted their nominations and agreed to run, no election would have been possible. (We must have a minimum of two nominees per position.) I know we can rely on them to continue serving the Division in other ways.

Thanks to **David Baldrige** (Oregon State University), **Joy Beatty** (University of Michigan – Dearborn), **Maura Belliveau** (Long Island University-Post), **Regine Bendl** (WU Vienna), **Daria Crawley** (Robert Morris University), **Gwen Daverth** (Manchester Business School), **Mary Graham** (Clarkson University), **Amy Randel** (San Diego State University), **Corinne Post** (Lehigh University) and **J Goosby Smith** (Pepperdine University).

David Kravitz
Immediate Past GDO President



AoM 2012 CONFERENCE HIGHLIGHTS



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

GDO DIVISION DOCTORAL CONSORTIUM AoM CONFERENCE 2012

The GDO Division would like to invite advanced doctoral students with research interests in diversity to register for the 2012 Doctoral Consortium, which will be held on Saturday, August 4th as part of the pre-conference program at the AoM meeting in Boston. There will also be a kick-off happy-hour on Friday, August 3rd that participants will be required to attend (details will be shared with students once they register).

This year, the consortium will include an exciting mix of panels and activities designed to provide doctoral students with a realistic job preview of pre-tenure careers, ideas for how to leverage teaching for research and manage service obligations, as well as advice from editors on how to navigate the publishing process. We will also be providing doctoral students with a unique and invaluable opportunity - using information that registrants provide to us about their research interests, we will be matching them with senior scholars for a one-on-one mentor lunch, and again in the afternoon for research roundtable discussions.

Applicants must meet the following criteria to participate: 1) Be endorsed by their advisor; and 2) Have made significant progress toward completing their Ph.D. (and are ideally working on their dissertation). Preference will be given to advanced students who are applying for jobs in the fall of 2012, with the intention of starting their faculty position in 2013.

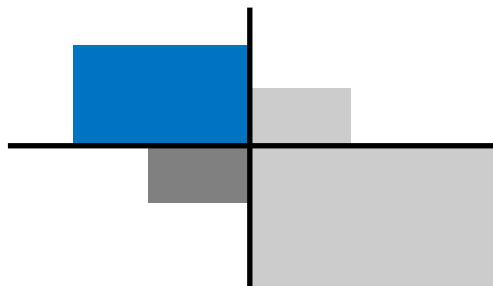
The deadline for applying to participate is July 15, 2012, although we will utilize a rolling admissions process and therefore encourage doctoral students to apply as soon as possible to secure a spot (space will be limited to 20 students).

Those interested should send an email to the chairs of the consortium: Drs. **Lisa H. Nishii** (lh5@cornell.edu) and **dt. ogilvie** (dt@business.rutgers.edu) and include:

- a short endorsement letter from their advisor;
- statement of research interests and career goals, including a dissertation summary if possible; and,
- a CV

Once accepted to participate, registrants will receive a link to a short online survey designed to collect additional information that will be used to customize the consortium to participants' needs and interests as much as possible.

We look forward to hearing from you! If you have any questions, please contact **Lisa H. Nishii** (lh5@cornell.edu) or **dt. ogilvie** (dt@business.rutgers.edu). See you in Boston!!





We hope you will take this opportunity to attend the Junior Faculty Consortium

Register early!!

AoM Conference Highlights, cont.

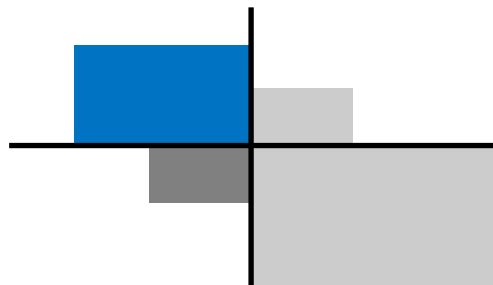
FIRST ANNUAL GDO JUNIOR FACULTY CONSORTIUM AT AoM!!!

Mystified, frustrated, or anxious about the tenure process, maintaining research productivity, and just balancing it all?

The GDO division is proud to offer our first ever Junior Faculty Consortium at the 2012 Academy of Management Conference, **Friday August 3, 2012, 8:00 AM- 12 Noon, Boston Park Plaza Hotel**. This half-day workshop will feature panel discussions, small group question and answer sessions, network building activities, and strategic planning opportunities to help support our members' success. We have a great line up of presenters and facilitators for this event. We encourage our junior faculty members to attend and be informed. **Please pre-registration by June 1, 2012** through the Academy of Management Pre Registration Website <https://secure.aomonline.org/pdwreg/logon.asp>

You are encouraged to register early!!! We anticipate a very energetic response to this session. Lunch will be provided to Consortium participants and presenters.

If you have questions please contact **Gwen Combs** at gcombs2@unl.edu or **Eden King** at eking6@gmu.edu.



AoM Conference Highlights, cont.



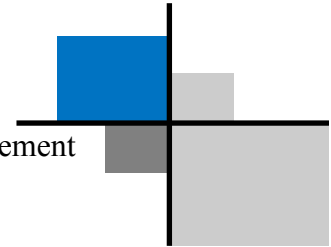
Join us for an exploration of the "state of the art" research on women leaders in a global context.

Register now!
Space is limited!

AoM PDW ON WOMEN and LEADERSHIP

The PDW "**Complicating Identity and Context: Global and Cross Cultural Perspectives on Women Leaders**" aims to explore the current state of the art research on women leaders and women's leadership within a global and cross cultural context. Our intent is to establish a platform to share current knowledge on how we conduct research within and across cultural contexts. We will also examine how our assumptions and conceptual framing influences best practices in women's leadership education, with explicit emphasis on deconstructing cross-cultural context and methods. Structured discussions will allow for in depth insights using experienced academics and consultant colleagues in the field. Facilitators to date are listed below:

Susan Vinnicombe, Cranfield University
 Hannah Riley Bowles, Harvard University
 Ujvala Rajadhyasksha, St. Mary's College
 Michal Frenkel, Hebrew University of Jerusalem
 Mary Teagarden, Thunderbird School of Global Management
 Vasanthi Srinivasan, IIM-Bangalore
 Katherine Giscombe, Catalyst
 Marieke Van de Brinke, Radboud University
 Martin Davidson, University of Virginia
 Mustafa Ozbilgin, Brunel Business School
 Gelaye Debebe, George Washington University
 Prasad Kaipa, Kaipa Group
 Marcy Crary, Bentley University
 Banu Ozkazanu, University of Massachusetts, Boston
 Linley Lord, Curtin Business School



The workshop, organized by **Lynda Moore, Bonita Betters-Reed** and **Stacy Blake Beard** of Simmons School of Management, is scheduled for **Friday August 3rd 10:30-12:30** in the Franklin Room of the Boston Park Plaza Hotel. Registration is limited to 45 people in order to allow ample time for quality discussion and will be taken in first come first served order. Instructions on the conference website will direct you to Lynda Moore to get an approval code. Please join us!

AoM Conference Highlights, cont.



*Please join us for the
Caucus on Hispanic
Work Issues at the
AoM meetings!*

CAUCUS ON HISPANIC WORK ISSUES AT AoM

Please join us for

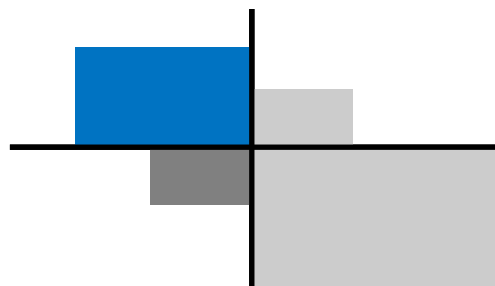
**"Caucus on Hispanic Work Issues"
Academy of Management Meeting
Tuesday, August 7, 2012
from 9:45 am to 11:15 am**

Location: Columbus II room, Marriott Copley Place

Caucus facilitators: Miguel Olivas-Lujan
and Dianna Stone

There is very little research on Hispanic work issues and the goal of this caucus is to foster theory and research on the topic. We would also like to organize a group of scholars interested in these issues, and facilitate research and social collaboration.

Please email **Miguel Olivas-Lujan** if you have questions or suggestions for the caucus (molivas@clarion.edu)



GDO FUNDRAISING INITIATIVE 2012



We have had wonderful financial support for GDO activities and events for our 2012 AoM Conference program in Boston, MA!!

We are grateful to the following institutions and individuals for their contributions to our fundraising campaign. Our Executive Committee and others are responsible for spreading the word about GDO's mission to support our members and friends with quality events and programs. We wish to thank:

**Case Western Reserve University, Weatherhead School of Management
Cranfield School of Management UK, International Center for Women Leaders**

Organizational Behavior Teaching Society, President

San Diego State University, College of Business Administration

Rutgers Business School, Newark and New Brunswick

Rutgers University, Chancellor's Office Newark Campus

Rutgers University, President's Office

Simmons College, School of Management

University of Nebraska-Lincoln, College of Business Administration

University of Texas Dallas, Naveen Jindal School of Management

GDO Membership related activities that are partially supported from these funds include: The Friday Evening Pre-conference Social Hour, Doctoral Student Consortium, Junior Faculty Consortium, GDO Welcome Coffee & Tea, the Business meeting and the Monday evening GDO Reception. You don't want to miss these fabulous GDO events.

GDO awards will be presented at the Monday business meeting. We thank the award sponsors who have continued to assist in recognizing the research and leadership of our members. More specific information about the award recipients and sponsors will be presented in the next GDO Newsletter. Please come and celebrate with our award recipients!!





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

Member Updates

Honors, Awards and Promotions

We are thrilled to announce 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!

Rochester Institute of Technology announces the appointment of **dt ogilvie** as dean of the E. Philip Saunders College of Business, effective Aug. 1. We are thrilled for you dt!

The PhD Project Management Doctoral Students Association (MDSA) would like to congratulate **Martin N. Davidson, PhD**, Associate Professor of Business Administration at the University of Virginia, Darden School of Business, on receiving the 2012 MDSA Trailblazer Award. Martin has demonstrated outstanding service, leadership, and commitment to the management profession, considerable resourcefulness in overcoming all barriers, and has served as an exemplary role model for all those who will follow in his footsteps. In addition, Martin's current work on managing diversity, leveraging difference, and developing talent in organizations and research on the impact of culture and ethnicity on career development and on conflict management are well-aligned with the interests, mission and vision of The PhD Project and the MDSA. The MDSA looks forward to Martin's keynote address at the annual MDSA Conference this August in Boston!

Join us in congratulating **Jean Forray**, Western New England University, who received promotion to Full Professor (as of the start of the new academic year). Dr. Forray recently published a special issue of the Journal of Management Education, co-edited with Jennifer Leigh on the UN Global Compact's Principles of Responsible Management Education (PRME) Initiative. The issue link is <http://jme.sagepub.com/content/36/3.toc?etoc>.

University of Maryland Professor of Psychology **Michele Gelfand** is among the first awardees of the new Anneliese Maier Research Award from the prestigious Alexander von Humboldt Foundation in Germany. According to the Humboldt Foundation, Gelfand received the award, which includes a monetary prize of approximately \$335,000 (EUR 250,000), because she is one of world's "most productive and innovative researchers in the area of comparative Cultural and Conflict Research."

We are pleased to share that **Patrick McKay** was promoted to Full Professor at Rutgers University. Patrick is a member of the Human Resource Management Department of Rutgers's School of Management and Labor Relations.

Orlando Richard received the 2011-2012 Faculty Diversity Award in recognition for his commitment to the goal of diversity and inclusion at the University of Texas at Dallas. Congratulations Orlando from GDO!



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

Member Updates

Selected Publications

Banu Ozkazanc-Pan, 2012. Postcolonial feminist research: Challenges and complexities. *Equality, Diversity and Inclusion: An International Journal*, 31.

Bezrukova, K., Jehn, K., and Spell, C. In press. Reviewing diversity training: Where we have been and where we should go. *Academy of Management Learning & Education*.

Gelfand, M. et al, 2011. Differences between tight and loose cultures: A 33-nation study. *Science*, 1100-1104.

Hatmaker, D., In press. Engineering identity: Gender and professional identity negotiation among women engineers. *Gender, Work & Organization*.

Jiang, K., Liu, D., McKay, P. F., Lee, T. W., & Mitchell, T. R., In press. When and how is job embeddedness predictive of turnover? A meta-analytic investigation. *Journal of Applied Psychology*.

Kark, R. Manor, R. Shamir, B., In press. Does valuing androgyny and femininity lead to a female advantage? The relationship between gender-role, transformational leadership and identification. *The Leadership Quarterly*.

Kumar, P & Varshney, S., In press. Gendered scholarship: Exploring the implications for consumer behaviour research. *Equality, Diversity and Inclusion: An International Journal*.

Kumar, P & Blake-Beard, S., In press. What good is bad mentorship? Proteges' perception of negative mentoring experiences. *Indian Journal of Industrial Relations*.

Ladge, J.J., Clair, J.A., and Greenberg, D., In press. Cross-domain identity transition during liminal periods: Constructing multiple selves as “professional and mother” during pregnancy. *Academy of Management Journal*.

Livingston, R., Rosette, A.S. & Washington, E., 2012. Can an agentic Black woman get ahead?: The impact of race and interpersonal dominance on perceptions of female leaders. *Psychological Science*, 23: 354 -358.

Metz, I., & Harzing, A.W.K., 2012. Gender diversity in editorial boards of Management journals: An update. *Personnel Review*, 41: 283 - 300.

Ragins, B. R. & Winkel, D. 2011. Gender, emotion and power in work relationships. *Human Resource Management Review*, 21: 377-393. Rated as “most read in journal” since article was published in December 2011

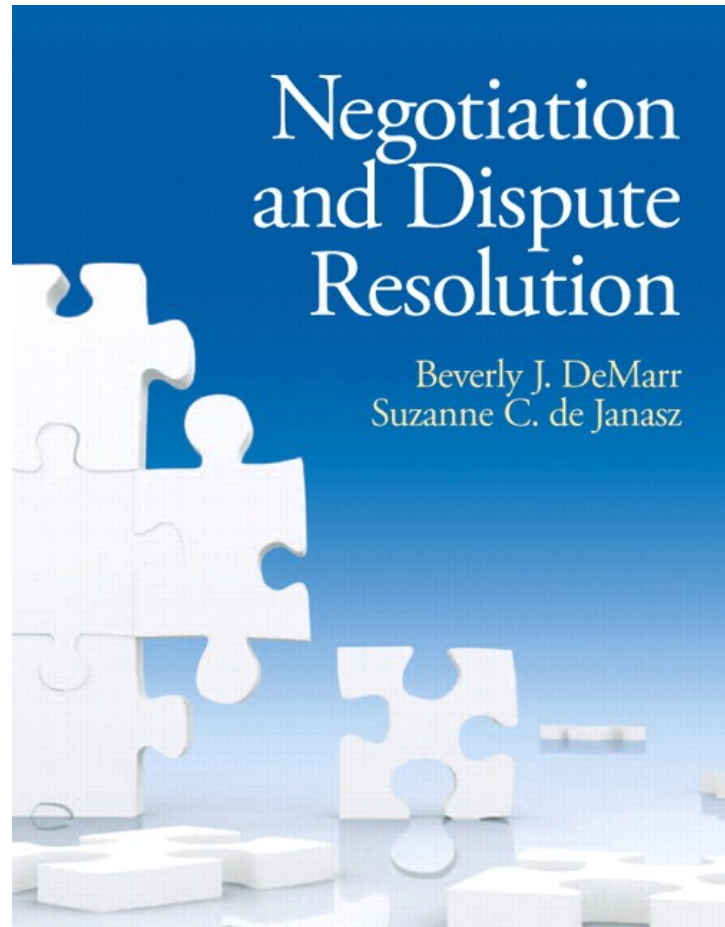




*Looking for new
classroom materials on
negotiation and dispute
resolution?*

Member Updates

Selected Publications



Negotiation and Dispute Resolution provides comprehensive coverage of the subject in a wide variety of settings. Because skill development is an important part of becoming a masterful negotiator, concepts are augmented with numerous exercises, activities, role plays, and self-assessments. By combining theoretical foundations with experiential exercises, the book helps students develop their ability to negotiate and resolve conflicts in both professional and personal situations.

DeMarr, B. J., and de Janasz, S. C. (2013). Negotiation and Dispute Resolution. Pearson.

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. 16)



Calls for Papers and Conferences

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;

(Continued on pg. 17)

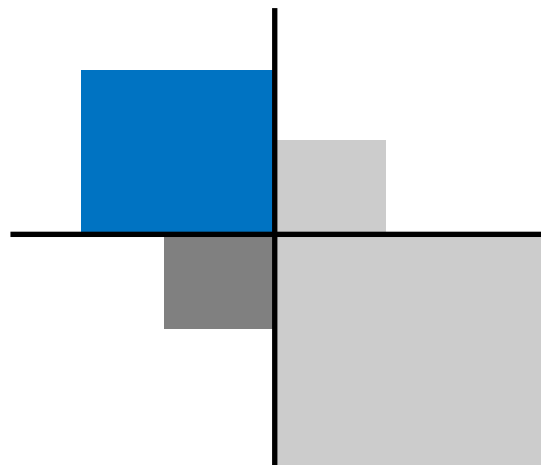




Calls for Papers and Conferences

- 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.



Calls for Papers and Conferences

Journal of Managerial Psychology

Call for Papers for the Special Issue on

Hispanics and Latin Americans in the Workplace

Submissions Deadline: November 1, 2012



Latinas and Latinos (hereinafter referred to as Latinos or Hispanics) are individuals who are indigenous to the Americas, but trace their heritage to Latin America or the Iberian Peninsula in Europe (Marin & Marin, 1991). Their economic importance in the Americas and the world is growing extensively. For instance, the Pew Hispanic Center estimated that Hispanics currently make up 15 percent of the U.S. population, and account for more than half (50.5%) of its population growth. The U.S. Census Bureau (2010) also reported that the number of Hispanic-owned businesses increased by 43.7 percent to 2.3 million—more than twice the national rate of 18.0%—between 2002 and 2007. Population forecasts suggest this group may become up to one third of the USA workforce by 2050, and their collective purchase power exceeded \$1 Trillion in 2011. Internationally, many Latin American nations show a great deal of growth and promise in terms of business perspectives (Latin Business Chronicle, 2012).

Latinos around the world share commonalities in values, attitudes and other preferences that impact the behavior in organizations in a wide variety of ways. The Latin American countries share a common religion, the mestizaje (mixing) of a number of races, over four hundred years of a generally shared history, and other factors that are often perceived as actionable similarities for organizations interested in understanding the behavior of Hispanics or Latinos. However, several researchers have warned about the dangers of assuming that the commonalities apply to all individuals or even groups (Triandis, 1994). Socio-economic status, education, geographic endowments, mobility, skin color, gender, and other factors often overpower the similarities, creating a perfect storm for organizations with increased numbers of Hispanic or Latino employees.

Clearly, Hispanics are an important group to study, but systematic, evidence-based research on work issues about them has been lagging in the fields of Organizational Behavior, Human Resource Management, or Industrial and Organizational Psychology (Blancero, DelCampo & Marron, 2007). In particular, although empirical work on diversity has increased over the past two decades, there is a dearth of studies employing Hispanic/Latino samples (Blancero & DelCampo, 2012; Olivas-Luján, 2008). Cultural values and traditions are thought to influence the attitudes and behaviors of Latinos, and only by examining Latino samples can we understand how their unique culture and subcultures affect their behaviors (Knouse, Rosenfeld, & Culbertson, 1992; Olivas-Luján et al., 2009; Sanchez & Brock, 1996; Stone, Johnson, Stone-Romero & Hartman, 2006).

In this special issue we are seeking micro-oriented manuscripts that provide insight into issues related to Hispanics/Latinos/Latinas in organizations in any part of the world (e.g., Latin America, U.S., Canada, Europe, Asia, Africa). We invite contributions that are empirical or conceptual in nature. We purposely have chosen to keep this call for papers broadly stated as we are interested in a broad conceptual network that can inspire future work on Latinos and

(Continued on pg. 19)

Calls for Papers & Conferences, cont.



workplace topics that affect them in the most influential ways. However, it merits emphasis that the focus of the special issue is limited to individual and small group, not organizational or economic levels of analysis. We invite authors to contact us with their ideas by May 1, 2012 so that we can discuss their suitability for this Special Issue.

The key themes and foci that we would like to explore include some of the following:

- What are the cultural value differences between Hispanic/Latino subgroups (e.g., Argentinians, Brazilians, Cubans, Colombians, Hispanic-Americans, Mexicans, Peruvians, Puerto Ricans, etc.)?
- What roles do cultural values play in behavior in organizations?
- How does the intersection of race, skin color, ethnicity, socioeconomic status and gender affect behavior or preferences in Latinos and Latinas?
- Do the current Western (U.S., Canadian, European, etc.) human resource practices meet the needs or values of Latinos and Latinas?
- What are the changing roles of gender and other drivers of diversity among Hispanics?
- What factors affect mentoring relationships with Hispanics and in what ways?
- How do cultural values influence job choice or reward preferences?
- What HR practices help organizations attract, motivate and retain Latinos and Latinas?
- What factors influence the effectiveness of Hispanic managers or entrepreneurs?
- What roles do language and bi- or multi-culturalism play in the behavior of Latinos?

Submission Guidelines

The deadline for receipt of manuscripts is November 1, 2012. Please contact the Special Issue Guest Editors via email by May 1, 2012 to increase the chances that your manuscript fits their editorial intentions. Please submit your manuscript in MS Word using the ScholarOne system on the journal's Manuscript Central website (<http://mc.manuscriptcentral.com/jomp>). If you have questions about using the system please contact Kay Wilkinson, Editorial Administrator (kwilkinson@emeraldinsight.com). You should also specify that the manuscript is for the special issue on "Hispanics and Latin Americans in the Workplace."

Manuscripts should follow the JMP submission guidelines outlined at <http://www.emeraldinsight.com/jmp.htm>. They should be no more than 6,000 words of text (not including tables, references or graphs). In addition, titles should be eight words or less. 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 part elsewhere. The primary reason for this is that duplicate publication may distort the knowledge base in a field and may lead to erroneous inferences regarding a phenomenon. Authors for whom English is their second language are encouraged strongly to use an editing service prior to submitting their manuscripts. One example of such a service is Emerald Publishing Editing Services; information about these services can be found at the Emerald Publishing website (<http://www.emeraldinsight.com/authors/index.htm>). This Special Issue is open and competitive. Submitted papers will undergo the normal, double-blind, peer review process.

Guest Editors: Donna Maria Blancero, Bentley University, Waltham, MA (DBlancero@bentley.edu), Miguel Olivas-Lujan, Clarion University of Pennsylvania, Clarion, PA (molivas@clarion.edu), Dianna Stone, University of Texas, San Antonio, TX (DiannaStone@satx.rr.com)

Calls for Papers & Conferences, cont.



Equality Diversity and Inclusion—an International Journal

Equality Diversity and Inclusion - An International Journal (EDI), now has regional representation not only in Europe and the US but also in Africa, Australasia and South America. EDI aims to live by its intent by including articles that provide context specific research, practitioner insights and book reviews from around the globe.

The regional editors welcome papers that create awareness regarding the unique EDI issues facing Africa, Australasia and South America. Submit your papers to the regional editors at http://www.emeraldinsight.com/products/journals/editorial_team.htm?id=edi&PHPSESSID=pfqdohp75hgl6ipseacrgadc80

More information about the journal and its listings such as IBSS can be found at <http://www.emeraldinsight.com/products/journals/journals.htm?id=edi>



Calls for Papers & 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 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.

(Continued on pg. 22)

Calls for Papers & 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 and Professor Sharon Mavin sharon.mavin@northumbria.ac.uk

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

**Deadline 1st 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.aonline.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.



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 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

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

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