



Gender and Diversity in Organizations (GDO)

FALL 2012 NEWSLETTER

Volume XIV, Issue 3

Report from the Division Chair

Inside this Issue:

Report from Division Chair	1
Report from Program Chair	4
Report from PDW Chair	5
AOM 2012 Conference High-	6
Thanks to volunteers & sponsors	11
Member Updates	13
Calls	16
What is GDO?	21

Newsletter Editors

Incoming Editor:
Beth Humberd
 Boston College
 beth.humberd@bc.edu

Outgoing Editor:
Judy Clair
 Boston College
 clairju@bc.edu

☞ The GDO Division is ... The Place to Be!! ☜

If your world is anything like mine, it feels as if I left Boston and landed in the middle of the fall academic calendar. It was great to be back in Boston for our 2012 Academy of Management meeting. It is always good to reconnect and meet new members and doctoral students. The temperature in Boston was “hot”, but so was GDO’s conference program!!!

The Division has so many volunteers that diligently work throughout the year to “keep the ship running.” **Diana Bilimoria** worked so excellently as our Division Chair last year. Her efforts positioned the Division to move forward on a number of programs. We offered our first Junior Faculty Consortium which was well attended with excellent sessions for junior faculty. Under her leadership, we experienced record fundraising to support our conference social events and other projects. The Scholarly Contributions to Educational Practice Advancing Women in Leadership Award is a new award added to our awards portfolio. This award provides an added opportunity to recognize the contributions of our members to the diversity domain. Finally, our unique guidance documents for each office and committee were institutionalized. Thank you Diana for a job well done!!



Division Chair
 Gwendolyn M. Combs
 University of
 Nebraska-Lincoln
gcombs2@unl.edu

Our 2012 Program Chair, **Stacy Blake-Beard** orchestrated an engaging and informative scholarly program for the 2012 conference. The program development process requires the integration of multiple priorities and very tight procedures and deadlines. Thank you Stacy for a superlative job!! We very much appreciate our **Division members** for submitting papers and symposia, serving as reviewers (regular and emergency), working on committees, taking pictures, running errands, and this-that-and-the-other. You contributed so much to the success of GDO’s conference program. This year Stacy moves on to the role of Division Chair-Elect and Fundraising Initiative Chair for the Division.

Special thanks to **Charmine Hartel** for a great job organizing the 2012 pre-conference Professional Development Workshops (PDW). The 19 PDW sessions were instructive and pertinent to our diversity and inclusion domain. Charmine will move into the role of Program Chair for our 2013 conference program. You will find the Scholarly Program Call for Submissions elsewhere in this newsletter. The number of submissions we receive impacts the amount of space the Division is allotted in the AOM meeting program. Additionally, the quality, breadth and depth of our annual programs are directly linked to the number and quality of submissions received. Please start now in preparing paper and symposia submissions for our 2013 conference.

(continued on next page)



WELCOME TO OUR
NEW TEAM OF
GDO DIVISION
OFFICERS!

Report from the Division Chair [cont.]

We welcome **Lisa Nishii** to the GDO Officer ranks. Lisa was voted our next Program Chair-Elect. She will be responsible for organizing our 2013 PDW program, so please start preparing now to submit your proposals. Please read Lisa's article in this newsletter for submission directions.

We applaud the work of **dt ogilvie** and **Lisa Nishii** that culminated in an impactful Doctoral Consortium. Cultivating relationships and enhancing the experiences of PhD students who are involved with or have an interest in diversity/inclusion research are important components for building community and increasing our membership. Likewise, we appreciate the work and insights of **Eden King** in her role as Co-Organizer of the Junior Faculty Consortium. This was our first Junior Faculty Consortium and it was a great experience. Participant feedback will be used to improve this program in 2013.

The GDO Executive Committee (EC) provides valuable service and support to our Division activities. Kudos and appreciation to all of our Committee members!! Members leaving the EC are **Robyn Berkley, C. Douglas Johnson, Patrick McKay** and **Lisa Nishii**. Continuing EC members are **Gayle Baugh, Eden King, Stella Nkomo, dt ogilvie, Orlando Richard, Lynn Shore, and Raymond Trau**. And, we are excited about newly elected EC members **Derek Avery, Donna Maria Blancero, Caren Goldberg, and Susan Vinicombe**. Welcome to **Beth Ann Livingston** in her new role as GDO Treasurer. I also want to thank **Judith Clair** (GDO Newsletter Editor) and **Rosanne Hawarden** (Website Manager) who will be leaving their roles in the Division. What can I say about the work and contribution of **David Kravitz** (departing the EC as Past Division Chair) and **Ron Ophir** (departing the EC as Treasurer)? Both David and Ron have devoted incredible hours to the division with grace and tenacity. Hats off to the both of you!

2012-2013 GDO Officers are:

- Gwendolyn M. Combs, Division Chair
- Stacy Blake-Beard, Division Chair Elect
- Diana Bilimoria, Immediate Past Division Chair
- Charmine Hartel, Program Chair
- Lisa Nishii, PDW Chair
- Beth Ann Livingston, Treasurer

The GDO Officers and EC members did an incredible job of fundraising for the 2012 Conference. The high cost of conference services in Boston really drove home the importance of external fundraising and how grateful we are for the generosity of our sponsors. Listed below are our 2012 conference sponsors whose contributions were of tremendous help in providing quality conference activities, awards, and social events. **Thank you to:**

- School of Management, Simmons College
- College of Business Administration, University of Nebraska-Lincoln
- School of Mgmt & International Centre for Women Leaders, Cranfield University
- ILR School, Cornell University
- Management Area, School of Management, George Mason University
- Naveen Jindal School of Management, UT-Dallas
- Chancellor, Rutgers University
- President, Rutgers University
- Rutgers School of Business, Rutgers University
- Weatherhead School of Management, Case Western Reserve University

(continued on next page)



INTERESTED IN BE-
ING THE WEBSITE
MANAGER OR
NEWSLETTER ASSIS-
TANT EDITOR?

Contact

Division Chair,

Gwen Combs at

gcombs2@unl.edu

Report from the Division Chair [cont.]

CONTINUED: Thank you to sponsors

- Organizational Behavior Teaching Society
- College of Business Administration, San Diego State University
- Saunders College of Business, Rochester Institute of Technology

Thank you to the publishers and institutions for sponsoring our Division Awards:

- Equality Diversity and Inclusion: An International Journal (Emerald Group Publishing)—sponsor of the Faculty Transnational Research Award, Student Transnational Award, and Best Student Conference Paper Award.
- Sage Publications— sponsor of the Best Paper Based on a Dissertation Award, Janet Chusmir Distinguished Service Award, and GDO Scholarly Contributions (Lifetime) Award.
- McGraw-Hill— sponsor of the Dorothy Harlow Best Paper Award.
- Center for Gender in Organizations at Simmons College— sponsor of the Scholarly Contributions to Educational Practice Advancing Women in Leadership Award.

WHAT LIES AHEAD?

Having progressed through the ranks of GDO leadership roles, I know one thing for sure: the service, contributions, and volunteer efforts of our membership are the main ingredients for a successful Division. Shortly you will receive a member survey seeking your support to volunteer to work on various GDO committees and other voluntary service areas. Currently, the Division's immediate needs are for a Website Manager and a Co-Editor for the Newsletter. **If anyone is interested or knows of someone who might be interested please contact me immediately at gcombs2@unl.edu.**

Website Manager: This position is responsible for updating and managing the flow of information available on the Division's Website. The GDO Website Manager will work with AOM staff with the integration of all division websites to the AOM platform. HTML and Website Content Management System experience is highly recommended. Our Division websites are a mix of older HTML sites which we are currently migrating over to a newer CMS system called 'Joomla'. In the future we will be using the same system as AOM.Org, which is also a CMS. Assistance in managing the GDO website is available from the AOM Website Liaison.

Newsletter Assistant Editor: This position works with the current Newsletter Editor to provide pertinent information to our membership. This is a two year commitment with the Assistant Editor moving into the Editor role in the second year.

All the best,

Gwendolyn M. Combs, Division Chair

University of Nebraska-Lincoln

gcombs2@unl.edu

Report from the Program Chair



Program Chair
Charmine Hartel
University of
Queensland
[C.hartel@
business.uq.edu.au](mailto:C.hartel@business.uq.edu.au)

We are pleased to foreshadow the Gender and Diversity in Organizations Division's call for submissions for the 2013 Academy of Management conference, which will be held from August 9-13 in Orlando, Florida. Further details can be found at:

<http://annualmeeting.aomonline.org/2013/>

We especially would like to encourage members to think about papers and symposia they might submit which fit the conference theme: "**Capitalism in Question**". The conference theme offers a unique opportunity to GDO members to reflect on the benefits and drawbacks of different forms of capitalism on the quality of life of women and people from diverse backgrounds and contemplate what a better system would look like, one that leads to positive social, environmental and economic outcomes for all humans. Examples of some of the topics members may want to consider relating to the theme are:

- Critical historical analysis of the experiences of women and diverse groups under different capitalist economic systems.
- Thought experiments, projecting forward the outcomes of application of different theoretical models of economy or philosophical models dealing with the question of a 'just society'.
- Feminist or Queer Theory critiques of capitalist systems.
- Political economy perspectives on the impact of various economic systems on women and diverse groups.

GDO embraces the challenge posed by the 2013 conference theme to contribute to the crafting of a better world and the more thoughtful understanding of the gender and diversity issues related to the economic systems humans create. We look forward to papers and symposia that allow us to delve into the challenges and opportunities offered by current and alternative economic systems and strongly encourage submissions that represent diverse perspectives from all countries and global communities.

I look forward to seeing your submissions and to seeing you all in Orlando.

Kind regards,

Charmine E. J. Härtel, Program Chair

The University of Queensland (Brisbane, Australia)

c.hartel@uq.edu.au

**Now is the perfect time to start thinking about the
2013 AoM Conference in Orlando!**

**Do you have a paper you can submit?
Do you want to lead a PDW workshop?
Is there a symposium you'd like to coordinate?**

For more information: <http://annualmeeting.aomonline.org/2013/>

Report from the PDW Chair



PDW Chair

Lisa Nishii
Cornell University
lh5@cornell.edu

The 2012 conference was a great success. We offered 21 different PDWs and four separate social events to try to promote even more active engagement of, and interactions among, GDO members. We also had the opportunity to showcase GDO's Publishing Diversity Research Workshop (which has been offered for a number of years in the GDO Division's PDW program) at the AOM Leadership Forum as an example of a best practice among AOM divisions. We'd like to thank the organizers of this PDW – Robin Ely, Belle Rose Ragins, and Raymond Trau – for representing us well in that effort. We'd also like to thank the organizers of our first Junior Faculty Consortium, Gwendolyn Combs and Eden King, for putting on a great program for assistant faculty. We learned about the challenges of meeting the sometimes variable needs of assistant faculty around the world, and thus we welcome PDW proposals that can help us to address our diverse developmental needs. I'd also like to thank dt ogilvie for helping me to organize the Doctoral Consortium this year, and also our amazing one-on-one mentors, panelists, and research roundtable experts for taking the time to help develop our future scholars.

We are excited for yet another great conference in 2013. As you know, the mission of the GDO Division is to generate and disseminate knowledge about gender and diversity within and outside of organizations, to embrace diverse perspectives in organizational research and education, and to support social justice through the inclusion of marginalized voices in members' research and practice. For the 2013 conference, we encourage submission of PDWs designed to develop and enhance our members' professional and personal skills – particularly those related to GDO's mission. PDWs which enhance our members' understanding and appreciation of the variety of approaches and subjects of study adopted by our international membership are highly desirable. Examples include workshops that reflect: the diversity of academic careers; focus on the relationship between national cultural, historical, and regulatory contexts and salient dimensions of difference; involve international panels on topics of interest to GDO; and/or stimulate debate about a topic over which people hold diverse views. In addition, we are keen on receiving proposals for developmental workshops such as research incubators, publishing workshops, and fora for forging meaningful international collaborations.

We especially invite proposals that relate to the theme for the 2013 meeting, "**Capitalism in Question.**" Examples of questions that might relate to the conference theme include: What is the relationship between different forms of capitalism and organizations' adoption of, and commitment to, effective diversity strategies? Are more profit-driven approaches to diversity management capable of driving the widespread changes necessary for eliminating discrimination and bias within organizations? We urge you to read more about the 2013 conference theme at <http://annualmeeting.aomonline.org/2013/> to aid in the development of your PDW proposals. If you would like to discuss ideas that you have for a PDW, please feel free to contact me, but please do so before December 10th to ensure that we have plenty of time to make the January 15th, 2013, deadline for submissions.

With all best wishes for a great year,

Lisa H. Nishii, PDW Chair

Cornell University
Lhn5@cornell.edu

AOM 2012 CONFERENCE HIGHLIGHTS



WE ARE PROUD
AND HONORED TO
HAVE SUCH
DISTINGUISHED
AWARD RECIPIENTS!

Congratulations to all of the GDO Award Winners!

The GDO Division recognizes the exemplary scholarly and service contributions of its members at the AOM Conference meetings. Congratulations to all of this year's recipients:

- **Ella Bell** and **Ronit Kark** were the first recipients of a new award this year: the Scholarly Contributions to Educational Practice Advancing Women in Leadership Award, sponsored by the Center for Gender in Organizations at Simmons College. This award recognizes scholar-teachers who are creating cutting-edge thinking and research that contribute to educational practices that support the advancement of women in leadership.
- **Dianna Stone** was the recipient of the Sage Award for Scholarly Contribution to Management which recognizes outstanding lifetime achievement.
- **David Kravitz** received the Janet Chusmir Distinguished Service Award, also sponsored by Sage Publications, an award that recognizes outstanding service to the GDO division.
- The Saroj Parasuraman Outstanding Publication Award, sponsored by the GDO division was received by **Eden B. King, Jeremy F. Dawson, Michael A. West, Veronica L. Gilrane, Chad I. Peddie and Lucy Bastin** for their paper published in *Academy of Management Journal* titled "Why Organizational and Community Diversity Matter: Representativeness and the Emergence of Incivility and Organizational Performance."
- **Belle Rose Ragins, Jorge A. Gonzalez, Kyle Ehrhardt, and Romila Singh's** paper titled "The Spillover of Community Racial Diversity and Diversity Climate to the Workplace" received the McGraw-Hill sponsored Dorothy Harlow Best Paper Award, which is given for the best paper submitted to the annual conference. The runner-up for this award was William Newbury, Bryant Hudson, and Yonathan Feffer's paper entitled: "Organizational Actions in Face of Institutional Contestation: Diffusion of LGBT-Friendly Policies."
- The 2012 Sage Award for Best Paper Based on a Dissertation was awarded to **Ioanna Lupu**, for her dissertation titled "Approved Routes and Alternative Paths: The Construction of Women's Careers in the French Big Four."
- **Geoffrey C. Ho, Margaret Shih, Daniel J. Walters, & Todd Lowell Pittinsky** received the Emerald Best Student Paper Award, Sponsored by *Equality, Diversity and Inclusion* (Emerald Group) for their paper "The Psychological Stigma of Unemployment: When Joblessness Leads to Being Jobless."
- The Faculty Transnational Research Award, also sponsored by *Equality, Diversity and Inclusion*, was given to **Ahu Tatli, Joana Vassilopoulou & Mustafa Özbilgin** for their paper: "An Unrequited Affinity Between Talent Shortages and Untapped Female Potential."
- Finally, GDO congratulates **Ioanna Lupu**, who also received the Student Transnational Research Award, sponsored by *Equality, Diversity and Inclusion*, for her paper "Approved Routes and Alternative Paths: The Construction of Women's Careers in the French Big Four."

AOM 2012 Conference Highlights [cont.]



CONGRATULATIONS
TO ALL OF THE
2012 GDO AWARD
RECEIPIENTS!

Photos of the GDO Award Winners!



Ella Bell & Ronit Kark accept the Scholarly Contributions to Educational Practice Advancing Women in Leadership Award, sponsored by Simmons College



David Kravitz accepts the Janet Chusmir Distinguished Service Award, sponsored by Sage Publications



Eden King, on behalf of her co-authors, accepts the Saroj Parasuraman Outstanding Publication Best Award, sponsored by the GDO division



Belle Rose Ragins, Jorge Gonzalez, Kyle Ehrhardt & Romila Singh accept the Dorothy Harlow Best Paper Award, sponsored by McGraw-Hill



Ioanna Lupu accepts the Best Paper based on a Dissertation Award, sponsored by Sage



Geoffrey Ho, on behalf of his co-authors, accepts the Emerald Best Student Paper Award, sponsored by Equality, Diversity and Inclusion



Ahu Tatli, Joana Vassilopoulou & Mustafa Özbilgin accept the Faculty Transnational Research Award, sponsored by Equality, Diversity and Inclusion



Ioanna Lupu accepts Transnational Research Award, sponsored by Equality, Diversity and Inclusion

AOM 2012 Conference Highlights [cont.]



A BIG THANK YOU
TO THE ORGANIZ-
ERS, PRESENTERS, &
MENTORS FOR
BOTH OF OUR
CONSORTIA!

AOM DOCTORAL CONSORTIUM

On Saturday of the 2012 Academy of Management Conference, the GDO Division welcomed 19 doctoral students interested in research and teaching diversity at the division's annual Doctoral Consortium. Led by **Lisa Nishii** and **dt ogilvie**, along with a prestigious panel of speakers, the students were introduced to topics such as what to expect in your career, teaching excellence, understanding the publishing process, and research areas of interest. Along with these timely topics, students were paired with senior researchers in the field, based on their research interests, in a mentoring program held over lunch. The goal of this program was to build a lasting relationship between the students and the mentors to provide advice on careers as well as offer potential opportunities for research collaboration.

Special thanks to the **Organizational Behavior Teaching Society** for co-sponsoring the consortium, as well as all of the individuals that served as presenters and mentors during the program: **Derek Avery, Jennifer Berdahl, Emilio Castilla, Judy Clair, Lilia Cortina, Bernardo Ferdman, Anne Marie Francesco, David Harrison, Mikki Hebl, Aparna Joshi, Eden King, Alison Konrad, Ellen Kossek, Lisa Leslie, Mustafa Ozbilgin, Kathy Phillips, Loriann Roberson, Steven Rogelberg, Lynn Shore, Marcus Stewart, Chris Steyaert, and Miguel Unzueta.**

JUNIOR FACULTY CONSORTIUM

For the first time this year, the GDO division offered a Junior Faculty Consortium at the Academy of 2012 Management Conference. We were pleased to have 22 junior faculty participants in our first ever consortium of this kind. Led by **Gwen Combs** and **Eden King**, along with a prestigious panel of presenters and facilitators, the program covered topics such as tips for publishing, teaching, and getting tenure. We look forward to continuing this program next year, and making improvements based on feedback from this year's first run.

Special thanks to presenters and facilitators: **Derek Avery, Regine Bendl, Diana Bilimoria, Joyce Bono, Kenneth Brown, C. Douglas Johnson, Alison Konrad, David Kravitz, Isabel Metz, Lisa Nishii, Belle Ragins, Orlando Richard, and Quinetta Roberson.**



CONSIDER SIGNING UP FOR THE DOCTORAL CONSORTIUM

OR THE JUNIOR FACULTY CONSORTIUM

AT NEXT YEAR'S AOM CONFERENCE IN ORLANDO!

AOM 2012 Conference Highlights [cont.]



CONGRATULATIONS
TO OUR OUSTANDING
REVIEWERS!
WE THANK YOU
FOR YOUR SERVICE
TO THE DIVISION!

SHOWCASE SYMPOSIUM: New UN PRME Project to Advance the Teaching of Gender Issues in Management Education Worldwide



GDO was honored to sponsor a showcase symposium on the United Nations Principles for Responsible Management Education (PRME) initiative to advance the teaching of gender issues in Management Education. The session was chaired by **Stacy Blake-Beard** (Simmons College), and presenters included **Patricia M. Flynn** (Bentley University), **Maureen A.**

Kilgour (University de St-Boniface), **Jonas Haertle** (from the PRME Secretariat and United Nations Global Compact Office), **Camila Quental** (Audencia Management School, France), and discussant **Lynda Moore** (Simmons College). The session was well-attended in support of the project's mission of fully integrating gender into management education, and attendees were introduced to the in-process Gender Equality Repository, which houses various resources for bringing gender into our teaching. Anyone interested in learning more about the initiative, should contact Patricia Flynn at pflynn@bentley.edu.

RECIPIENTS OF THE OUTSTANDING REVIEWER AWARD!

Each year, GDO recognizes AOM conference reviewers that made an exceptional contribution. This year, we are pleased to recognize the following outstanding reviewers:

S. Gayle Baugh	Alyson Byrne	Natalia Karelaia	Ron Ophir
Joy E. Beatty	Gwendolyn M. Combs	Maria Kakarika	Tanja Rabl
Susanne Braun	Souha Ezzedeem	David Kravitz	Belle Rose Ragins
Shannon Brown	Amanda Sophia Hinojosa	Isabel Metz	Louise Torigny
Diana Bilimoria	Oscar Holmes IV	Bertolt Meyer	Chelsea Vanderpool
Steve Binggeli	Lisa M. Leslie	Alexander Garcia Muradov	Shawna Bowden Vican
		Sarah Belle Proctor-Thomas	



*Some of our 2012 Outstanding Reviewers
accepting their awards!*

AOM 2012 Conference Highlights [cont.]



Members and friends enjoyed food and conversation at the GDO reception!



SEE YOU AT NEXT
YEAR'S GDO
RECEPTION IN
ORLANDO!



AOM 2012 Conference Highlights [cont.]

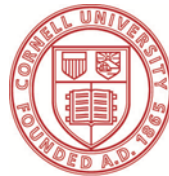
**THANK YOU TO OUR SPONSORS!**

The events at this year's AOM Conference would not have been possible without the generous support of our 2012 GDO Division Sponsors.



TO BECOME A 2013 SPONSOR, PLEASE CONTACT OUR FUNDRAISING CHAIR:

STACY BLAKE-BEARD
Stacy.blakebeard@simmons.edu



Cornell University
 ILR School



AOM 2012 Conference Highlights [cont.]



GET INVOLVED BY
VOLUNTEERING
FOR A GDO
COMMITTEE THIS
COMING YEAR!

THANK YOU TO OUR COMMITTEE VOLUNTEERS!

We wish to recognize the following individuals who graciously volunteered their time and expertise through service to various GDO committees.

- **Scholarly Contributions to Educational Practice Advancing Women in Leadership Award Committee:** Stacy Blake-Beard (chair), Diana Bilimoria, Patricia Deyton, Lynda Moore
- **Sage Award for Scholarly Contribution to Management Committee:** Stella Nkomo (chair), Donna Blancero, Susan Case, Judith Clair, Aneika Simmons
- **Janet Chusmir Distinguished Service Award Committee:** Robyn Berkley (chair), Donna Blancero, Beth Chung, C. Douglas Johnson, Belle Rose Ragins, Sherry Sullivan
- **Saroj Parasuraman Outstanding Publication Award Committee:** Orlando Richard (chair), David Baldrige, Consuelo Garcia, Sonia Ghumman, Christine Mahoney, Lisa Nishii
- **Dorothy Harlow Best Paper Award Committee:** David Kravitz (chair), Alison Cook, Patrick McKay, Whitney Botsford Morgan, Sue Vinnicombe
- **Sage Award for Best Paper Based on a Dissertation Committee:** dt ogilvie (chair), Laquita Blockson, Charmine Härtel, Monika Hudson
- **Emerald Best Student Paper Award Committee:** C. Douglas Johnson (chair) Apoorva Ghosh, Angelica Gutierrez, Arlise McKinney, Tiffany Johnson, Raymond Trau
- **Faculty Transnational Research Award Committee:** Lynn Shore (Chair), Stella Nkomo, Ariane Ollier-Malaterre, Tripti Singh, Maria Fernanda Wagstaff
- **Student Transnational Research Award Committee:** Patrick McKay (Chair), Yung-Pin Lu, Banu Ozkazanc-Pan, Lynn Shore, Sabrina Volpone
- **Membership Committee:** Gayle Baugh (Chair), Jodine Burchell, Laura Ketter, Di-
anne Murphy, Jennifer Rodriguez
- **Media Relations Committee:** Eden King (Chair), Robyn Berkley, Steve Binggeli,
Amy Nicole Salvaggio
- **International Committee:** Raymond Trau (Chair), Gayle Baugh, Tania Casado,
Apoorva Ghosh, Anders Klitmoller, Mary Kakarika, Banu Ozkazanc-Pan, Melissa Mari-
nelli, Florence Villeseche
- **Bylaws Revision Committee:** David Kravitz (Chair), dt ogilvie, Ron Ophir

WE THANK OUR 2012 GDO DIVISION AWARD SPONSORS!



MEMBER UPDATES



DON'T FORGET TO
LET THE
NEWSLETTER
EDITOR KNOW
ABOUT YOUR
PUBLICATIONS,
AWARDS &
ACCOMPLISH-
MENTS!

Honors, Awards & Promotions



*dt ogilvie, new Dean of
RIT's Business School*

Professor **dt ogilvie** was recently named Dean of Rochester Institute of Technology's E. Philip Saunders College of Business. Dr. ogilvie joins RIT from Rutgers, The State University of New Jersey, Rutgers Business School at Newark-New Brunswick, where she served as a professor of business strategy and urban entrepreneurship, and was also the founding director of both the Center for Urban Entrepreneurship & Economic Development and the Scholars Training and Enrichment Program at Rutgers. RIT Provost Jeremy Haefner commented on Dr. ogilvie's arrival at RIT: "We are delighted to have ogilvie accept this position at RIT. She brings to the Saunders College of Business a deep commitment for international education, community engagement and collaboration—with an adept understanding of how to bring people together from all areas to get input and participation." Congratulations and best wishes in your new role, dt!

Mary Godwyn and **Nan S. Langowitz's** paper "Challenging Stereotypes: The Impact of Organizations in Shaping Individual Responses to Prejudice," won a Best Paper Award, at the Equality, Diversity, and Inclusion Conference, July 2012 in Toulouse, France. Congratulations to Mary & Nan!

C. Douglas Johnson was selected as the 2011-2012 Teacher of the Year at Georgia Gwinnett College. Upon being presented with the award, Dr. Johnson delivered the Convocation/Honors address at the Georgia Gwinnett College's Academic Convocation in September. You can see a video of the Faculty Reflections made with the award here: <http://www.youtube.com/watch?v=XkfmIIYkOHY&feature=plcp>. Congratulations on this honor, Douglas!



*C. Douglas Johnson (L)
accepting his award from
the College President*



CONGRATULATE
YOUR GDO
COLLEAGES ON
THEIR RECENT
PUBLICATIONS AND
CONSIDER CITING
RELEVANT PAPERS
IN YOUR OWN
WORK!

Member Updates [cont.]

Selected Publications

- Bosch, A., de Bruin, G. P., Kgaladi, B. (2012). Life Role Salience Among Black African Dual-career Couples in the South African Context. *The International Journal of Human Resource Management*, 23(14): 2835-2853.
- Ferdman, B. M. and Sagiv, L. (2012). Diversity in Organizations and Cross-Cultural Work Psychology: What If They Were More Connected?. *Industrial and Organizational Psychology*, 5: 323–345.
- Ferdman, B. M. and Sagiv, L.. (2012). The Value of Connecting Diversity in Organizations and Cross-Cultural Work Psychology Through Dialogue and Multiplicity. *Industrial and Organizational Psychology*, 5: 373–379.
- Kumar, P. & Israel, D. (2013). Perceived Institutional Research Climate and Motivation to publish in journals: A study of Faculty at Leading Indian B-schools. *The International Journal of Marketing in Education, Inderscience*: Vol. 7, No. 3, pp.213–236
- Kumar, P. & Blake-Beard, S. (2012). What Good is Bad Mentorship? Protégé's Perception of Negative Mentoring Experiences. *The Indian Journal of Industrial Relations*: 48(1).
- Leslie, L. M., Snyder, M., & Glomb, T. M. (In Press). Who Gives? Multilevel Effects of Gender and Ethnicity on Workplace Charitable Giving. *Journal of Applied Psychology*.
- Leslie, L. M., Manchester, C. F., Park, T.-Y., & Mehng, S. A. (In Press). Flexible Work Practices: A Source of Career Premiums or Penalties? *Academy of Management Journal*.
- Manchester, C. F., Leslie, L. M., & Kramer, A. (In press). Is the Clock Still Ticking? An Evaluation of the Consequences of Stopping the Tenure Clock. *Industrial and Labor Relations Review*.
- Post, C., Schneer, F. R., & ogilvie, dt. (Forthcoming). Pathways to Retirement: A Career Stage Analysis of Retirement Age Expectations. *Human Relations*.
- Trefalt, S. (In Press). Between You and Me: Setting Work-nonwork Boundaries in the Context of Workplace Relationships. *Academy of Management Journal*.
- Verbos, Amy K. & Humphries, M. T. (2012). Decoupling Equality, Diversity, and Inclusion from Liberal Projects: Hailing Indigenous Contributions to Institutional Change", *Equality, Diversity and Inclusion: An International Journal*, Vol. 31 Iss: 5/6, pp.506 – 525.





ADVERTISE A CONFERENCE, SPECIAL ISSUE, OR EDITED BOOK IN THE NEXT GDO NEWSLETTER!

Member Updates [cont.]

Diversity Training Video

Bezrukova, K., Spell, C.S. and Dhillon, S. (2012). *Diversity Training*. PTC Awards and Reception Academy of Management Meetings. Boston, MA.

This video on diversity training was a finalist for the 2012 Academy of Management International Online Teaching Resource Library video competition. GDO members that are interested in using the video in diversity related courses, can find the video, along with a description and teaching notes, at the following link: <http://aom.org/Multi-Media/Teaching-Resources/Diversity-Training.aspx>

Book Release: Human Resource Management

Gary Dessler • Akram Al Ariss



The Arab World Edition of Human Resource Management provides students and practicing managers interested in the Arab countries with a complete, comprehensive review of essential human resource management concepts and techniques in a highly readable and understandable form. Co-author is Dr Akram Al Ariss from Toulouse Business School, France.

ISBN: 9781447925286, Pearson, 2012

<http://www.pearsonmiddleeastawe.com/arab-world-titles/human-resource-management>

Research Reports

submitted by Anita Bosch, University of Johannesburg, South Africa

The *Women in the Workplace* research programme of the Department of Industrial Psychology and People Management at the University of Johannesburg, South Africa, has released two research publications:

- **SABPP Women's Report 2012** – A collection of research papers on issues that human resource practitioners should be concerned with when managing women in the South African and African context. Chapters include: Childcare in Addis Ababa, Ethiopia; Sexuality and the workplace; Women in South African academia: A statistical profile; Retention of women in the workplace: What HR practitioners can do; Mitigation of maternity leave pay; Research on Women in Management: Triumphs, progress and pitfalls. A link to the report is at http://www.uj.ac.za/EN/Faculties/management/Documents/SABPP_Women%27s%20Report%202012%20web.pdf
- **Keeping South Africa's Female Chartered Accountants in Public-Practice Firms** – Research report of Job Resources. A link to the report is at <http://www.uj.ac.za/EN/Faculties/ecofin/accounting/newsevents/Pages/20120831WomeninWorkplace.aspx>

CALLS FOR PAPERS & CONFERENCES



Call for Proposals
Eighth Biennial International Conference on Intercultural Research
June 23-27, 2013
 University of Nevada, Reno

General Theme: Frontiers of Intercultural Research: Asking Critical Questions

This biennial conference of the Academy focuses on pushing the boundaries of intercultural research. Persistent problems related to intercultural concerns continue to plague our planet – from violent conflict, clashes over immigration, international terror, and inequities across institutions. This is compounded by a global economic crisis that requires intercultural cooperation. The immediate objective of this Conference is to provide an international forum for participants to consider and question information through meaningful dialogues, so in turn they may further contribute to the positive development of their own scholarship as well as the state of our world. Whether we are conducting research or applying it, we need to consider whether we are asking the types of critical questions that are necessary. Are we pushing the boundaries of our fields, or staying bounded by existing frameworks of knowledge, methodology, or applications? As an interdisciplinary body, we have the ability to use the knowledge and skills from each of our respective disciplines to examine and confront issues at hand.

Proposals are invited without regard to discipline or location of proposer. The Conference will feature Fellows Day presentations, keynote speakers, paper presentations, topical panels, posters, and other formal and informal exchanges of ideas and experiences. Proposals for the main conference may fall in one of four categories: papers, panels, symposiums, or posters. Presentations will also be given for Lifetime Achievement, Early Career & Dissertation Awards.

All theoretical and empirical works regardless of method or discipline are solicited. Members and non-members at all levels of training and practice (Fellows, non-Fellows, professionals, graduate and undergraduate students) are encouraged to submit proposals. Preference will be given to those proposals which embody an interdisciplinary approach to the themes, objectives, and goals of the conference. However, participants are welcome to address any relevant intercultural issues. These can range anywhere from grassroots and local community concerns, to state, regional or global relations.

SAMPLE AREAS OF STUDIES:

The following list is meant to be suggestive only. Those submitting proposals are free to suggest presentations that focus on any aspect related to the conference themes.

- Acculturation
- Assessment & Measurement
- Crisis Management and Response
- Economics Across cultures
- Education & Training
- Immigration

(continued on next page)



Call for Papers & Conferences [cont.]

CONTINTUED: Eighth Biennial International Conference on Intercultural Research—Call for proposals

- Indigenous concerns
- Intercultural and Interethnic Communication
- Intercultural Cooperation and Community Building
- Intercultural Research for Social Justice
- Intercultural sensitivity & competence
- Intra-state cross-cultural conflict
- Language & policy
- Leadership & Teaming
- Negotiation, Mediation & Counseling Across Cultures
- Peace-building and Development
- Study abroad & Student populations

There will be three submission deadlines:

- **Submission Deadline 1:** Proposals received by November 1, 2012 will be given first preference and will receive notification within 30 days.
- **Submission Deadline 2:** Proposals received by January 15th will be given second consideration and will receive notification within 30 days.
- **Submission Deadline 3:** Proposals received by February 15th will be given final consideration and will receive notification within 30 days.

Submission methods: All proposals must be submitted online through the Academy website (http://www.intercultural-academy.net/images/online_abstract/)

What to submit:

- a. For paper and poster submissions, please submit a 600-word abstract that briefly describes the rationale, aims, theoretical foundations, method, results, and conclusions/implications.
- b. For panel or symposium submissions, please submit an 800-word abstract that briefly describes the overarching theme guiding the panel/symposium, objectives, and a brief summary of each presenter's portion which may include aims, method, results, and conclusions/implications.

Additional Information:

All presenters will be notified of the decision on their proposal via email within 30 days of submission. There are no limits to the number of submissions an individual can make, but one person can be first author on only 2 papers. Invited speakers are not included in this limitation.

Questions on all proposals can be addressed to:

Dr. Jennifer Mahon, Ph.D.
 Conference Chair
 College of Education
 MS 280
 UNR
 Reno, NV, 89557
jmahon@unr.edu



Call for Papers & Conferences [cont.]

Special Issue on Inductive Research in Organizations Journal of Business and Psychology

Special Feature Editors:

Ann Marie Ryan, Michigan State University

Neal Schmitt, Michigan State University

Paul Spector, University of South Florida

Robert Vandenberg, University of Georgia

Sheldon Zedeck, University of California Berkeley

Steven Rogelberg, University of North Carolina Charlotte

For the past two decades the field of organizational psychology has evolved toward demanding more and more theory, making it increasingly difficult to publish descriptive or exploratory research papers. The deductive approach now dominates where editors and reviewers often demand that every paper must ground results in theory-based hypotheses, and with some journals, that nearly every paper must make an original theoretical contribution. Whereas there is no doubt that the deductive approach has value, our science is also dependent upon the generation of data as the raw material upon which new theories are based. Thus inductive approaches that focus on observations not based on a priori theory can be as valuable as observations designed to test theory. Such inductive approaches are commonly found in medicine and the natural sciences where many papers describe studies that are descriptive and exploratory rather than confirmatory.

This special issue solicits paper submissions that describe studies that are inductive rather than deductive, that is, they report results of studies that are not positioned as tests of theories. This might include studies that describe phenomena (e.g., the incidence of certain problems across organizations), or are exploratory (e.g., the study of new phenomena or phenomena that have received little attention). Also appropriate for the special issue would be intervention studies that would not have a strong theoretical basis. This might include a study demonstrating that a particular intervention had an effect on an important organizational variable, such as task performance.

As authors prepare their submissions for this special feature, it is important to keep in mind the following:

- Papers are due by June 1, 2013
- Papers should be submitted online to: <http://jobu.edmgr.com/>
- As we recognize that this is not a typical call for papers, we encourage authors to reach out with questions at any time (sgrogelb@uncc.edu).
- A compelling rationale is essential to good inductive research.
- For this special feature, our specific focus is on inductive research that is quantitative in nature. We are also not seeking conceptual papers.
- Seeking meaningful connections to extant literature is critical.
- A paper must show how the results contribute to our understanding of the phenomena of interest.
- Good inductive research analyzes the data so as to rule out alternative explanations.
- Inductive research requires the authors to be highly transparent in their analytic methods.



Call for Papers & Conferences [cont.]

CONTINTUED: Special Issue on Inductive Research in Organizations, Journal of Business and Psychology

- While inductive research typically follows the standard intro, methods, results, and discussion format, it is not atypical to see in inductive research a comparatively longer results and discussion section, and a comparatively shorter introduction section than what is typical in deductive research.
- We will be forming a special feature editorial board composed of individuals open to inductive research so that all papers are reviewed fairly and appropriately.

This special feature will also serve as a case-study of sorts of the inductive approach to advancing our science. To that end, additional pieces will be included in the special feature that discuss the challenges of inductive research from an author, reviewer, and editor perspective.



DIVERSITY & INCLUSION THEME COMMITTEE (D&ITC) 2013 D&ITC Professional Development Workshops: Call for Proposals

Eddy S. Ng, Dalhousie University, PDW Chair, edng@dal.ca

The Diversity and Inclusion Theme Committee (newly formed in 2010) is charged with helping to ensure that the Academy fully supports and leverages the scholarly contributions of its diverse members and contributes to their professional development. Our mission is to provide learning and outreach opportunities across the Academy of Management that foster a more diverse and inclusive community in which all members are involved in, and contribute to, the growth and success of the organization. The Committee's work is guided by the following core values and principles: 1) *Diversity* is all of the multiple lines of difference that characterize our current and future membership; 2) *Inclusion* means that all members have the opportunity to be represented, to have their voices heard and valued, and to have influence on AOM; 3) Inclusion requires identifying and removing barriers to all members' full participation in the activities and decision-making of AOM; 4) The growth and success of AOM are dependent upon having a globally diverse perspective and broadening the scope and impact of our field; and 5) AOM will be strengthened and improved to the degree that we incorporate the knowledge and perspectives of its diverse membership and constituents.

The Professional Development Workshops (PDWs) are a platform for colleagues to share knowledge and expertise and support each other's professional growth, and so provide a perfect opportunity to develop innovative and creative workshops that will benefit Academy members and further the mission of the Diversity and Inclusion Theme Committee. The conference theme for 2013, *Capitalism in Question, points to austerity measures, unemployment, and the emergence of economic, social, and environmental protests around the world, a direct result of social and economic inequity. From the perspective of diversity and inclusion within the Academy, the conference theme can prompt us to explore the hidden assumptions and practices that privilege particular forms of capital – social, economic, and of other types – in our professional and academic activities, interactions, and institutions.*

(continued on next page)



Call for Papers & Conferences [cont.]

CONTINTUED: 2013 D&ITC Professional Development Workshops: Call for Proposals

D&ITC seeks to contribute to the conference theme on contributing to “a better world” and also to address the Committee’s mission by providing opportunities -- through interactive workshops and/or other suitable activities -- to facilitate efforts to develop a more inclusive Academy. We thus encourage any PDW proposal that addresses D&ITC’s central mission, in ways that support and bring life to our values and principles. We particularly welcome proposals of sessions that will attract participant interest and will be suitable for co-sponsorship with multiple divisions. In their proposals, submitters should make sure to address how they will disseminate information about their session and encourage attendance, participation, and engagement.

Some examples of the types of sessions we welcome are PDWs that:

- Seek ways to understand the current levels of inclusion and/or ways to enhance inclusion in the Academy.
- Enhance member knowledge and skills pertaining to diversity and inclusion, in their multi-faceted forms and manifestations.
- Help Academy leaders serve the diversity of member needs and backgrounds and foster more inclusion across multiple lines of diversity.
- Provide opportunities for positive and developmental interactions among members of diverse backgrounds, in ways that can lead to enhanced inclusion.
- Assist in the sharing of knowledge, experiences, and perceptions of the Academy’s diverse membership.



Hispanics and Latin Americans in the Workplace Journal of Managerial Psychology

Submission Deadline: November 1, 2012

We are seeking micro-oriented manuscripts that provide insight into issues related to Hispanics/Latinos/Latinas in organizations in any part of the world. We invite contributions that are empirical or conceptual in nature. We purposely have kept this call for papers broadly stated as we are interested in a broad conceptual network that can inspire future work on Latinos and workplace topics that affect them in the most influential ways. It merits emphasis that the focus of the special issue is limited to individual and small group, not organizational levels of analysis. We invite authors to contact us with their ideas at their earliest convenience so that we can discuss their suitability for this Special Issue. For more information, see:

http://www.emeraldinsight.com/products/journals/news_story.htm?id=3922 .

Contact:

Miguel Olivas-Luján
molivas@clarion.edu

WHAT IS GDO?

The domain statement of the Gender and Diversity Division of the Academy of Management covers “content relating to gender and diversity within and outside organizational boundaries including cultural, societal, and worldwide levels, and to the influence of group relations on the structuring of societies and the production of knowledge.”

Major topics include theory and research on:

- Gender and its intersections with race, class, and other institutionalized systems of power.
- The impact of group diversity on well-being and effectiveness at individual, group, and organizational levels of analysis.
- The impact of occupational and organizational structures on marginalized and dominant groups.
- Experiences of members of different social groups, including (but not limited to) groups differentiated by gender, race, ethnicity, class, sexual orientation, gender identity, gender expression, nationality, religion, culture, (dis)ability, and age.
- The impact of organizational policies, practices, and discourses on dominant and marginalized groups, including:
 - critical examination of seemingly neutral assumptions underlying such policies, practices, and discourses, and their differential impact on these groups.
 - The intersection of work, family, and community in relation to one’s social position.
 - Institutional and structural barriers to equality and equity across social groups.
 - Processes of change that create and foster inclusion, whether from external interventions or from individuals within groups or organizations.
- The impact of cultural, societal, and national diversity on workers and the workplace.
- Diversity in academia, in general, and in the field of organization studies in particular.
- Cross-national comparative approaches to all of the above.

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



Division Chair:
Gwendolyn M. Combs
University of Nebraska-Lincoln
gcombs2@unl.edu

Have a submission for the GDO 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 send them in—we would love to hear from you!

Incoming Newsletter Editor: Beth Humberd at beth.humberd@bc.edu

Outgoing Newsletter Editor: Judy Clair at clairju@bc.edu