



# Gender and Diversity in Organizations (GDO)

WINTER 2012 NEWSLETTER

Volume XV, Issue 1

## Report from the Division Chair

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### Dear GDO Colleagues,

Here is wishing the very best of all things to you and your loved ones as we end the first month of 2013. By some accounts the number 13 is considered to be an unlucky number that brings a sense of dread and foreboding. Examples are hotel elevators not listing a 13<sup>th</sup> floor and Friday the 13<sup>th</sup> being considered the unluckiest day. But, in GDO Land... **I am anticipating great things in 2013!** I am excited about our leadership team, the engagement of our members, and what we hope to accomplish for our Division.

Our 2013 AOM Conference will be held in Orlando, Florida, in the world of Disney with Mickey and Minnie Mouse in the background. We are in the period of conference planning where members have submitted papers and workshop and symposia proposals, and the review process is now underway. We appreciate all who uploaded a submission and those who agreed to review. We could not have a quality program without the commitment of the members of our GDO family. **Thank YOU!**

We have great leadership and coordination for GDO's segments of the AOM conference program. **Charmine Härtel**, our 2013 Program Chair, and **Lisa Nishii**, our Professional Development Workshop (PDW) Chair are busy at work shaping and coordinating the specifics of our conference program. They both provide updates in their section of this newsletter.

The response to the 2012-2013 GDO Member Volunteer Survey was fantastic. The information provided allowed us to appropriately staff our standing, ad hoc, conference paper awards, and division-wide awards committees. All committee members have been informed of their committee chair and co-members. If you missed the survey (or if I in some way missed you) and you would like to serve on a committee, please contact me at [gcombs2@unl.edu](mailto:gcombs2@unl.edu). Members of the Executive Committee provide the leadership for our Division committees. Committee Chairs have, or will shortly, contact each committee member with further information and instructions. Thank you Committee Chairs and other GDO members! 2013 Committees and Committee Chairs are as follows:

- Scholarly contributions to Management (Lifetime) Award: **David Kravitz**
- Janet Chusmir (Lifetime) Service Award: **Derek Avery**
- Dorothy Harlow Best Conference Paper Award: **Gayle Baugh**



**Division Chair**  
Gwendolyn M. Combs  
University of  
Nebraska-Lincoln  
[gcombs2@unl.edu](mailto:gcombs2@unl.edu)

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Consider asking your institution to become a GDO Division Sponsor!

Contact the fundraising chair,  
Stacy Blake-Beard  
([Stacy.blakebeard@simmons.edu](mailto:Stacy.blakebeard@simmons.edu))

## Report from the Division Chair [cont'd]

CONTINUED: 2013 Committees & Committee Chairs

- Scholarly Contribution to Educational Practices Advancing Women in Leadership: **Diana Bilimoria**
- Best Conference Paper Based on a Dissertation Award: **Beth Livingston**
- Best Student Conference Paper Award: **dt ogilvie**
- Faculty Transnational Research Best Conference Paper Award: **Lynn Shore**
- Student Transnational Research Best Conference Paper Award: **Susan Vinnicombe**
- Saroj Parasuraman Award For Outstanding Journal Article Award: **Stacy Blake-Beard**
- Membership Committee: **Donna Blancero**
- International Committee: **Raymond Trau**
- Media Relations Committee: **Eden King**

In addition to those chairing the above committees, special thanks are in order for **Caren Goldgerg** and **Orlando Richard** for organizing the GDO Doctoral Consortium and **Eden King**, **Donna Blancero** and **Susan Vinnicombe** for organizing the Junior Faculty Consortium. The effort to finalize the revision of the Division's Bylaws is being capably shepherded by **Diana Bilimoria**, **David Kravitz** and **Ron Ophir**. **Payal Kumar** has joined our editorial team as Assistant Editor of the Newsletter working with Newsletter Editor **Beth Humberd**. Additionally, we welcome **Janet Barnes-Farrell** and **David Kaplan** who are joining the team as Website Manager and Co-Manager. Continuing in their leadership roles are **Rebecca Portnoy** as Division Secretary and **Dianne Murphy** as our Listserv/AOM Connect Manager.

For the last several years, the Division has engaged in fundraising efforts to secure financial resources to aid the support of our many awards and other Division conference activities. **Stacy Blake-Beard** (Division Chair Elect) and **Beth Livingston** (Division Treasurer) are leading this initiative in 2013. As this process becomes more complex, **Derek Avery** and **Beth Livingston** are working on our Division sponsorship structure. A rousing applause to all of the above mentioned individuals for their tremendous willingness to serve GDO!

In this Newsletter, Past Division Chair Diana Bilimoria discusses the forthcoming elections for Division Officers and Executive Committee members. By now, you should have received an email message regarding the nomination process and deadlines. I encourage you to take the time to nominate yourself or others for consideration for the slate of GDO positions that will be on the ballot this spring. These are important roles for the continued progress of the GDO Division.

During the past weeks, I have been overwhelmed by and very thankful for the support of our general membership and the eagerness of our Executive Committee to serve our Division. We are truly blessed. I am always available to hear about your ideas and suggestions for GDO, so please let me hear from you ([gcombs2@unl.edu](mailto:gcombs2@unl.edu)) with any thoughts you may have for enhancing any aspect of the Division. I look forward to working with each of you and wish you the very best in your professional and personal endeavors.

See you all in Orlando,

**Gwendolyn M. Combs, Division Chair**

University of Nebraska-Lincoln  
[gcombs2@unl.edu](mailto: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)

**Dear GDO Colleagues,**

A wonderful variety of Paper and Symposium submissions have been received for the Gender and Diversity in Organizations Division's program for the 2013 Academy of Management conference. Reviewer assignments have already been made and reviewers are currently working busily to meet the February 14th deadline. We are grateful to the commitment and time our volunteer reviewers show. The work of the reviewers is what ensures we can continue to bring a high quality program at our annual conference. On behalf of GDO, I sincerely thank you for your service.

This year's program promises to be especially provocative, given the conference theme of "**Capitalism in Question**". Opportunities to fully and equally participate in the economy has long been an issue of concern for diversity scholars and practitioners, and the conference theme provides an impetus for GDO members to reflect on the knowledge we have gained in the area along with new research questions to be pursued to ensure human well-being.

While waiting for further details of this year's GDO program to emerge, we encourage you to familiarise yourselves with this year's conference website, in particular planning your travel and accommodation arrangements. Further details on the venue can be found at <http://annualmeeting.aomonline.org/2013/>

I look forward to seeing your submissions and to seeing you all in Orlando, Florida from August 9-13.

Kind regards,

**Charmine E. J. Härtel, Program Chair**

The University of Queensland (Brisbane, Australia)  
[c.hartel@uq.edu.au](mailto:c.hartel@uq.edu.au)

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***Start to plan your travel arrangements  
 for this year's AOM conference by visiting  
 the annual meeting website:***

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

# Report from the PDW Chair



## PDW Chair

Lisa Nishii  
Cornell University  
[lh5@cornell.edu](mailto:lh5@cornell.edu)

## Happy New Year, GDOers!

Thanks to all of you who submitted PDW proposals for this year's conference. I am excited by the array of submissions that we received, on topics such as:

- Teaching diversity
- Capitalism and inclusion
- Gender issues in higher education and business schools
- Unconscious bias
- Leadership development for women
- Research speed dating
- Boundary spanning leadership
- Publishing diversity research

We will of course be offering the Doctoral Consortium and Junior Faculty Consortium again this year for GDO members, thanks to Donna Blancero, Eden King, Caren Goldberg, Orlando Richard, and Susan Vinnicombe, who are putting together great agendas for this year's consortia.

As you think about your travel plans for the 2013 conference in Orlando, FL, I want to remind you to think about getting to Orlando early enough to take advantage of our PDW program, which will unfold between 8:00 a.m. on Friday, August 9<sup>th</sup>, and 8:00 p.m. on Saturday, August 10<sup>th</sup>. Although the final program will not be finalized until mid-February, I am confident that we will have a fantastic mix of workshops focused on a blend of research, teaching, and professional/career issues.

Details of the final GDO PDW program will be available in our next newsletter. In the meantime, should you have any questions about the PDW program, please feel free to contact me.

I really look forward to seeing you all in Orlando!

## Lisa H. Nishii, PDW Chair

Cornell University  
[Lhn5@cornell.edu](mailto:Lhn5@cornell.edu)

.....

***Plan to arrive in Orlando early enough to  
take advantage of the GDO PDW program,  
which begins on Friday August 9th!***



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

*Nominations open on January 23rd and close on February 28th!*

# NOMINATIONS FOR GDO LEADERSHIP POSITIONS

*By: Diana Bilimoria, Immediate Past Division Chair*

The GDO nominations system is now open! Please help shape the future of the GDO Division by nominating members for our leadership team! Those on the leadership team have both the opportunity and responsibility to make special contributions to the Division. Who do you think would help our Division to grow and become even more responsive to members' needs? Would you like to join the leadership team? This is your chance to make a difference by nominating the right people to the five open positions on the leadership team. These positions include the **Program Chair Elect/PDW Chair** and four openings for **Executive Committee Member**. Please take some time to think about who should be leading our division and then nominate them. Please do not hesitate to nominate yourself if you would like to serve.

Nominations must be made electronically, using the Academy of Management electronic nominations system. By the time you read this column, you should already have received an announcement from the Academy of Management with instructions about how to nominate people. **Nominations open on January 23<sup>rd</sup> and close on February 28<sup>th</sup> 2013.**

## JOB DESCRIPTIONS FOR OPEN GDO LEADERSHIP POSITIONS

**Program Chair-elect/PDW Chair** (*five-year commitment*) - *one opening*:

The Program Chair-elect/PDW Chair will: (1) Act as Professional Development Workshop Chair for the 2014 annual meeting. Coordinate all preconference activities including the divisional doctoral consortium and the professional development workshops; (2) work in liaison with the Program Chair and Newsletter Editor to publicize preconference activities through the division Newsletter and the Academy of Management Newsletter; (3) perform such duties as may be assigned by the Bylaws, the Division Chair, or the Academy of Management Program Chair; (4) coordinate activities through the Division Chair; (5) serve on the GDO Division Executive Committee; and (6) in the four subsequent years, be automatically nominated to the positions of Program Chair, Division Chair-elect, Division Chair, and Immediate Past Division Chair.

**Executive Committee Member** (*three-year term*) - *four openings*:

Executive Committee Members will: (1) Chair and serve on one committee each during each year of their term; (2) participate in the GDO Executive Committee meeting at the annual conference and multiple teleconference meetings throughout the year; (3) serve as a reviewer for the annual Academy of Management meeting; and (4) be responsive to requests for assistance from the Division officers and Newsletter Editor.

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## NOMINATIONS FOR GDO LEADERSHIP POSITIONS

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Nominees who are willing to run for office will be asked to provide information on the following items, to which the nominating committee (chaired by Immediate Past Division Chair **Diana Bilimoria**) will give positive weight when determining the final election slate: (1) Membership in the GDO division – two years is the required minimum; (2) past service to the GDO division (e.g., serving as a committee chair and/or member); (3) past involvement in GDO division scholarly activities (e.g., giving conference presentations, serving as a program reviewer, serving as session chair or session discussant); (4) record of scholarship relevant to the domain of the GDO Division; (5) record of teaching relevant to the domain of the GDO Division; (6) professional work or consulting relevant to the domain of the GDO Division; (7) service to other organizations that contribute to the mission of the GDO Division (e.g., diversity task force at one's institution, community initiatives, etc.), (8) experience in countries other than the U.S., and (9) any other information the nominee deems relevant and important.

*Remember:*

*Nominations open on  
January 23rd and close  
on February 28th!*

*Be on the lookout for an  
email providing the link  
to the nominations  
system!*

We look forward to receiving your nominations!

Sincerely,  
Diana Bilimoria

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***Consider nominating yourself or someone you know  
for a GDO Leadership Position.***

***The future of our division depends on dedicated  
leadership and volunteerism from all of YOU!***

*\*Check your email for a link to the nominations system\**

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# GDO DOCTORAL CONSORTIUM



*Now is the time for you or one of your students to register for the 2013 GDO doctoral consortium!*

If you are an advanced doctoral student with research interests in diversity, you will not want to miss the 2013 Doctoral Consortium, which will be held on Saturday, August 10<sup>th</sup> as part of the pre-conference program at the AOM meeting in Orlando, Florida.

This year, the consortium will include an exciting mix of panels and activities designed to provide doctoral students with a realistic preview of balancing work and family, ideas for how to leverage research through grant writing, managing service obligations, as well as advice for conducting high quality diversity research. 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.

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 2013, with the intention of starting their faculty position in 2014.

**The deadline for applying to participate is July 15, 2013, 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. Caren Goldberg (careng@american.edu) and Orlando Richard (orlando.richard@utdallas.edu) and include:

- 1) A short endorsement letter from their advisor;
- 2) statement of research interests and career goals, including a dissertation summary if possible; and
- 3) curriculum vitae.

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! See you in Orlando, Florida!!



*Now is the perfect time  
to start thinking about  
attending the  
GDO Doctoral  
Consortium at the  
2013 AOM  
Conference in Orlando!*



# CALL FOR GDO SCHOLARLY CONTRIBUTIONS AWARD

## 2013 Sage Award for Scholarly Contributions (Lifetime) to Gender and Diversity

The Gender and Diversity in Organizations Division proudly confers an annual award for outstanding scholarship within the GDO domain. Sponsored by Sage Publications, this award recognizes a present or past member of the division who has made significant cumulative scholarly contributions advancing our knowledge of gender and diversity in organizations. Scholarly contributions include the creation and dissemination of new knowledge in the form of conceptual, applied, empirical and/or theoretical works.

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

Uma Sekaran 1991	Karen Lyness 2003
Laurie Larwood 1992	Jeffrey Greenhaus 2004
Kathryn Bartol 1993	Robin Ely 2005
Barbara Gutek 1994	Marta Calás & Linda Smircich 2006
Nancy Adler 1995	Carol Kulik 2007
Gary Powell 1996	Ellen Kossek 2008
Dorothy Perrin Moore 1997	Stella Nkomo 2009
Alison Konrad & Belle Rose Ragins, 1998	Debra Meyerson 2010
Laura Graves 1999	David A. Harrison 2011
Linda Stroh 2000	Dianna Stone 2012
Saroj Parasuraman 2002	

*What a great way to honor Lifetime GDO scholarly contributions!*

*Deadline for nominations is April 30th*

Criteria for consideration includes: 1) The breadth or overall scope of the nominee's work with consideration to her/his contribution to gender and diversity; 2) the depth of the nominee's research in terms of richness in the exploration of one or more gender and diversity topics; and, 3) impact or significance of research in raising important questions and providing direction for future research in the gender and diversity domain.

This is a wonderful way to honor your colleagues and recognize important work! For nominations, please send a 2-3 page letter of recommendation outlining the nominee's contributions with respect to the criteria stated above and a copy of the nominee's curriculum vitae. **The deadline for nominations is April 30, 2013.** Please send your nomination or questions to David Kravitz (Chair, Sage Award for Scholarly Contributions Committee) at the following email address: [gdodak@gmu.edu](mailto:gdodak@gmu.edu).

***Help us recognize important work within the GDO domain by nominating a colleague, a mentor, or a role model for this prestigious award!***



## MEMBER UPDATES



*Don't forget to let the  
Newsletter Editor  
know about your  
publications, awards &  
accomplishments!*

### *Honors, Awards & Promotions*

We are pleased to share the following good news about a variety of accomplishments and honors by our GDO members:

- **Lisa M. Leslie** has accepted an offer to join the Stern School of Business at New York University as an Associate Professor of Management and Organizations beginning July 1, 2013.
- **C. Douglas Johnson** has been promoted to Full Professor of Management at Gwinnett College School of Business.
- **Olenda Johnson** has been promoted to Full Professor of Strategic Leadership and Leader Development at the U.S. Naval War College, in the College of Operational and Strategic Leadership.
- **Payal Kumar**, a doctoral scholar at XLRI, India, delivered a presentation on “The role of the strategic leader in a turbulent environment” at the IIT Delhi conclave on Organising Development, Enterprise and Resources: An Approach to Managing for Results, held in January 2013.
- **Chris Brown Mahoney** has been named MBA program coordinator at Minnesota State University’s Mankato College of Business, located in Edina, Minnesota. Brown Mahoney, who was recently hired as an associate professor in the College of Business’s Management Department, is the first Minnesota State Mankato College of Business professor whose office will be permanently located in Edina. As coordinator of the MBA program, Brown Mahoney’s presence in Edina is expected to help redefine and promote the quality of Minnesota State Mankato’s MBA program in the Twin Cities, said Marilyn Fox, professor of management and MBA director. “We are pleased to have Dr. Brown Mahoney at Minnesota State Mankato’s Edina location to serve our current MBA students, recruit new students, and establish partnerships with businesses as we continue to provide the highest quality programs and lifelong learning,” said Fox.
- **Ian Williamson** is the new Senior Faculty Advisor to the Management Doctoral Students Association (MDSA) division of the PhD Project. Dr. Williamson is the Helen Macpherson Smith Chair of Leadership at the Melbourne Business School (Australia). He is a past MDSA President and the Founding President for the Management Faculty of Color Association (MFCA).



## Member Updates [cont'd]



Congratulate your GDO colleagues on their recent publications, and consider citing relevant papers in your own work!

### Selected Publications

- Ayoko, O. B. & Konrad, A. M. 2012. Leaders' transformational, conflict, and emotion management behaviors in culturally diverse workgroups. *Equality, Diversity & Inclusion: An International Journal*, 31(8): 694-724.
- Fitzsimmons, S. In-Press. Multicultural Employees: A framework for understanding how they contribute to organizations. *Academy of Management Review*, Forthcoming.
- Foldy, E. G. 2012. Something of collaborative manufacture: The construction of race and gender identities in organizations. *Journal of Applied Behavioral Science*, 48: 495-524.
- Johnson, R. C. & Allen, T. D. 2012. Examining the links between employed mothers' work characteristics, physical activity, and child health. *Journal of Applied Psychology*. Advance Online Publication.
- Kumar, P & Singhal, M. 2012. Exploring how meaningful sensegiving and sensemaking are for change agents and change recipients. *International Journal of Learning and Change, Inderscience*, 6(3).
- Kumar, P. 2012. Book Review of "The cultural leadership handbook: How to run a creative organization," Hewison, R., & Holden, England: Gower Publishing Limited, 2011. *VISION*, 16(3).
- Nishii, L. In-Press. The benefit of climate for inclusion for gender diverse groups. *Academy of Management Journal*, Forthcoming.
- McGinn, K. L. & Milkman, K. L. In-Press Looking up and looking out: Career mobility effects of demographic similarity among Professionals. *Organization Science*, Forthcoming.
- Powell, G. N. & Butterfield, D. A. In-Press. Correspondence between self- and good-manager descriptions: Examining stability and change over four decades. *Journal of Management.*, Forthcoming.
- Ramarajan, L. & Reid, E. In-Press. Shattering the myth of separate worlds: Negotiating non-work identities at work. *Academy of Management Review*, Forthcoming.
- Tomlinson, J., Muzio, D., Sommerlad, H., Webley, L. & Duff, L. In-Press. Structure, agency, and the career strategies of white women and black and minority ethnic individuals in the legal profession. *Human Relations*, Forthcoming.

## Member Updates [cont'd]



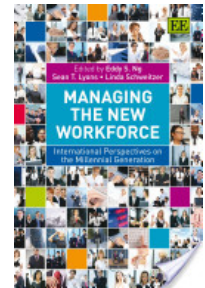
*Advertise a conference,  
special issue, or edited  
book in the next  
GDO newsletter!*

### Book Release Announcements

#### Managing the New Workforce: International Perspectives on the Millennial Generation

Edited by: Eddy Ng, Sean Lyons & Linda Schweitzer

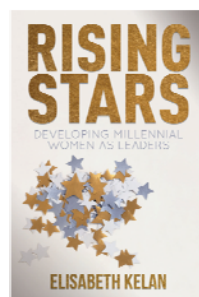
Millennials, the latest generation to enter the global workforce, are changing the face of employment. This volume represents the most up-to-date research on the changes and issues from an international cast of generational researchers.



Shifting demographics around the world have created a unique historical phenomenon in which a large cohort of employees (i.e., post-war Baby Boomers) are nearing retirement, and a new cadre of younger workers are being recruited to replace them. These twenty-something year-olds, often referred to as 'Gen Y' or Millennials, represent the workforce of the future and come with their own set of expectations, demands, and work habits. The contributors to this volume, drawn from countries around the world, document the cultural, historical, and social context surrounding this phenomenon. The international perspective makes it possible to examine cross-cultural similarities and differences in HRM practices. This timely book provides an understanding of the new workforce in multiple countries and settings and a valuable reference as scholars and employers seek to understand the values, beliefs, and expectations of the next generation of workers. While scholars and instructors will find this book indispensable, the book will also have implications for domestic and multinational employers, managers, HR practitioners, and career counselors. [Published by Edward Elgar Publishing, Inc., 2012].

#### Rising Stars - Developing Millennial Women as Leaders

By: Elisabeth Kelan



Many organizations believe that the Millennial generation is paving the way for innovation yet employers struggle to understand what makes this generation tick. Alongside this issue, in spite of decades of equal opportunities legislation in the Western world, women are still scarce in the most senior positions in organizations. This has led to heated debates about the merit of quotas for women on boards and in senior roles. Yet these issues are very rarely considered as one. Understanding how gender and generation work together is vital to shaping the transforming workplace.

For the first time, *Rising Stars* explores gender and generation through the lens of Millennial women. Drawing on detailed original research, it shows organizations how to understand professional women in their 20s and 30s so that the business can develop these employees into future leaders. Featuring signature practices from a variety of global businesses, *Rising Stars* is the only book organizations need to set the parameters for change and is invaluable for Generation Y women to make sense of their own career paths. [Published by Palgrave MacMillan, 2012].

# CALLS FOR PAPERS & CONFERENCES



**Call for papers**  
**6th Equality, Diversity and Inclusion International Conference**  
**Athens, Greece 1-3 July, 2013,**  
**Athens University of Economics and Business School**  
**Conference theme: Social Solidarity, Equality, Diversity and Inclusion**

Submission of Papers' first version: Feb 15, 2013

EDI Conference (<http://www.edi-conference.org/>) seeks to provide an international, inter- and transdisciplinary platform for exchange of ideas in the field of equality, diversity and inclusion in the world of work. The conference welcomes participation by academics, policy makers, and practitioners. Invited to the conference are both academic papers which make empirical, theoretical or methodological contributions, to be presented in academic streams, as well as experiences of policy makers and practitioners, which can be presented in pre-conference workshops or round table discussions, and, if the stream permits, in the relevant streams.

Associated to this conference are: British Journal of Management; Cross-Cultural Management: an International Journal; Equality, Diversity, Inclusion: an International Journal; the European Journal of Industrial Relations; the European Journal of International Management. Pre selected best papers of the conference will be submitted to these journals who will process them according to their usual standards.

**Papers** (please submit online)

EDI Conference welcomes two forms of submissions to regular streams. Please register (no payment of fees required at this stage) and submit online. Payment can be done later as for any conference. Fees are not fixed yet but are in the region of 350 euros, inclusive of coffee breaks and lunches. Not paying fees prior to attending will result in accepted papers not being in the proceedings.

- **Developmental papers:** These should be approximately 3,000-5,000 words, including references. This form of submission is suited for more developed ideas, initiatives and research projects.
- **Full papers:** These are longer contributions less than 10,000 words including references. This form of submission is more suited for completed research projects, policy and practice interventions.

Some stream chairs may allow for an extended abstract (300 to 500 words) for the February 15 deadline. However, acceptance will be subjected to submitting at least a developmental paper in time for the second round of reviews by May 15. Please check the possibility of sending an extended abstract with the relevant stream chair before doing so.

Papers must be submitted online. Formatting of papers: please see EDI submission guidelines at <http://www.edi-conference.org/userfiles/file/Guidelines.pdf>.

**Contribution proposals**

Proposals of contributions to pre-conference workshops can be less formal, requiring a short description or abstract only of 250 to 500 words, again to be submitted online to the relevant workshop. Proposals of contributions to round tables must be made directly to Olivia Kyriakidou, [okyriakidou@aueb.gr](mailto:okyriakidou@aueb.gr) under the same format.

*(continued on next page)*



## Call for Papers & Conferences [cont'd]

*CONTINUED: Call for Papers: 6th Equality, Diversity & Inclusion International Conference, Athens*

All submissions to the EDI conference are original pieces which were not published in books or journals, and possibly a text presented in a past conference, not published elsewhere, and seeking additional comments prior to journal submission.

You need to register online before you can submit a paper or contribution to workshop. Once registered, go to 'My Conference Area' and click on 'submit a paper'. Note that payment of conference fee can be made post registration, provided it is made before the conference. Early-bird fees apply in order to encourage early payment (see relevant page on website).

Paper presentations at the conference will be a maximum of 20 minutes long, with 10 minutes for questions and discussion. If stream chairs want or allow a different format, they will let you know in direct. Video projectors will be available in each conference room.

Proceedings of all accepted papers will be published in a memory drive, which will be distributed to conference delegates on the first day of the conference. Unless authors express a written objection to publishing their papers, we will consider submission of papers as consent for publication in this electronic form. Please note that stream chairs may also have other publication plans. Please consult them for further information.

**IMPORTANT NOTE:** EDI Conference Committee does not issue official invites to the conference. Stream leaders will send invites to the authors of accepted manuscripts and abstracts. Participants, who do not have accepted papers in the programme, can also attend the conference subject to paying the relevant conference fees. In order to access the conference fee information, please register through the registration section on the left pane.

### Timeline

Papers' first versions: **February 15, 2013**. The review process will be organized by the stream chairs.

Deadline for 1<sup>st</sup> review: **March 15** (acceptance, acceptance with revisions following developmental feedback, rejection), **2013**.

Deadline for revised paper: **May 15, 2013**.

Final acceptance decision, best paper nominations and submission of best papers to the relevant associated journal: **June 1, 2013**.

### Processing of best papers of each stream by associated journals

Associated to this conference are British Journal of Management; Cross-Cultural Management: an International Journal; Equality, Diversity, Inclusion: an International Journal; the European Journal of Industrial Relations; the European Journal of International Management. Pre-selected best papers of the conference will be submitted to these journals and will be processed according to their usual standards.

The review process of the best papers by partner journals remains under the total supervision of the respective journal chief-editors and independent from the conference dates.

## Call for Papers & Conferences [cont'd]



### Call for papers Critical Entrepreneurship Studies The 8th International Conference in Critical Management Studies

Deadline for abstracts: ~15 Feb 2013

This stream aims to explore the self-evidences of entrepreneurship scholarship, including its (neo-capitalist) ideologies, dominant assumptions, grand narratives, preferred sites, objects and practices of inquiry. Even though entrepreneurship is a very diverse phenomenon that calls for divergence and multiplicity in its understandings, the majority of entrepreneurship research is still functionalist in nature (Jennings et al, 2005). As Calas, Smircich and Bourne (2009: 552) suggest, with “few exceptions, the extensive literature on entrepreneurship positions it as a positive economic activity”. The normative assumption that entrepreneurship is a ‘good thing’ prevails along with an acceptance that ‘the more entrepreneurs the merrier’ (cf. Weiskopf and Steyaert, 2009). Entrepreneurship as a field of study has generally been dominated by research and researchers interested in it as a purely market-based phenomenon: a ‘special’ trait or set of behaviours which drive venture creation. This focus on entrepreneurship as a ‘desirable’ economic activity, perceived unquestioningly as positive, obscures important questions: for instance, questions of identity, phenomenology, ideology and relations of power.

Drawing on and intensifying previous critical work on entrepreneurship by, for instance, Nodoushani & Nodoushani, 1999, Ogbor, 2000, Steyaert and Hjorth (2007); Hjorth and Steyaert (2009) and Down (2006; 2010), we propose this stream as a means to create space for what Calas et al. (2009) refer to as *Critical Entrepreneurship Studies*. Continuing our earlier (2011) CMS stream on Critical Entrepreneurship Studies and Special Issue in *Organization* (Tedmanson, Verduyn, Essers and Gartner, 2010), we invite papers that critically reflect on entrepreneurship’s authoritative voices, forces, discourses, assemblages or desires that make us believe that there is no other option than conceiving entrepreneurship and entrepreneurs as neo-liberal icons. Critical inquiries of entrepreneurship’s exclusionary linguistic conventions are also highly appreciated for they have proven effective in disclosing, for instance, the mystification of ‘the entrepreneur’ based on essentialist conceptualisations of archetypically ‘white’ attributes (Calas et al., *ibid*). Moreover, we are interested in papers dealing with how the rationality of the entrepreneur is used politically – both inside and outside of the economy (e.g. in the public sector, the voluntary sector or in popular culture) – to interpellate individuals as entrepreneurial subjects, who then “further the cause of post-industrial capital through their own volition” (Jones and Spicer, 2009: 27).

On the other hand, we also embrace papers that try to save entrepreneurship from its neo-liberal over-codification by probing the constitutive voices that constantly punctuate, transgress and challenge the received wisdom. Attempts to bring to light entrepreneurship’s inherent, if often suppressed, alterity via empirical work might follow the example of Ahl (2004), Rehn and Taalas (2004), Pio (2005), Essers and Benschop (2007; 2009), Essers (2008; 2009) and Ozkazanc-Pan (2009) who have sought to ‘voice’ other entrepreneurial subjectivities than those traditionally privileged in dominant stories of entrepreneurship.

On the conceptual end, papers engaging critically with the canon of entrepreneurship studies might find inspiration in Rindova et al. (2009) who have convincingly suggested to move scholarship away from a focus on wealth creation as a dominant motive for starting a venture, and to start addressing entrepreneurship’s ‘dark sides’ as well as its emancipatory possibilities.

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## Call for Papers & Conferences [cont'd]

*CONTINUED: Call for Papers: Critical Entrepreneurship Studies*

Also, papers might consider geographical, discursive and social dimensions of entrepreneurship other than those typically studied by researchers (Steyaert and Katz, 2004). Methodologically, papers might look into entrepreneurship research's performative and interventionist possibilities and thus demonstrate how research can be used as a vehicle for bringing into existence different entrepreneurial realities (Steyaert, 2011).

While the above offers possible entry points of how entrepreneurship might be approached from a critical vantage point, we rather openly seek through this stream to further the momentum for alternate analyses of entrepreneurship within the field of critical scholarship. Aiming to unleash myriad ways of enacting entrepreneurship differently, any surprises that move forward the critical agenda of entrepreneurship are welcome.

### **Stream conveners:**

Dr. Caroline Essers (VU University Amsterdam & Radboud University Nijmegen), [c.essers@fm.ru.nl](mailto:c.essers@fm.ru.nl)

Dr. Pascal Dey (University of St. Gallen), [pascal.dey@unisg.ch](mailto:pascal.dey@unisg.ch)

Dr. Karen Verduyn (VU University Amsterdam), [karen.verduijn@vu.nl](mailto:karen.verduijn@vu.nl)

Deirdre Tedmanson (University of South Australia & Hawke Research Institute), [deirdre.tedmanson@unisa.edu.au](mailto:deirdre.tedmanson@unisa.edu.au)

**Please send abstracts or any questions to [c.essers@fm.ru.nl](mailto:c.essers@fm.ru.nl)**

- Extended abstracts (maximum 1000 words, A4 paper, single spaced, 12 point font), including a clear research question and short but clear elaboration on the used methods (when authors have based their work on empirical research), should be submitted by **~15 February 2013**.
- Notification of paper acceptance: **~22nd February 2013**
- Full papers will be expected by **1st May 2013**



### **Call for Book Chapters**

**“Global Talent Management - Challenges, Strategies, & Opportunities”**

To be published by Springer, 2014 – Series Management for Professionals

Editor:

Dr Akram Al Ariss, Université de Toulouse, Toulouse Business School, France

### **Book's description**

The topic of Global Talent Management (GTM) has gained increasing attention in the last decade. Both companies and institutions have become interested in the concept. However, research has focused so far on local aspects of managing talents, with less of a global perspective. This edited book brings clarity and scope to the meaning and practices of GTM. It focuses on the challenges of global talent management, the strategies to overcome these challenges, and the future opportunities in terms of managing talents in the future. This book bridges the research and practice of GTM.

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## Call for Papers & Conferences [cont'd]

*CONTINUED: Call for Chapters: Global Talent Management - Challenges, Strategies, & Opportunities*

### Abstract submission

Authors are invited to submit an abstract of a maximum 1000 words. This abstract would clearly explain the purpose, contents, and theoretical and practical contributions of the proposed chapter.

- **February 28, 2013:** Feedback and notifications of acceptance. Upon acceptance of abstracts, authors will be invited to submit their full chapters.
- **May 31, 2013:** Submission of full chapters.

**Contact:** For inquiries about this call for chapters and manuscript submissions, feel free to contact the Editor at: [info@akramalariss.com](mailto:info@akramalariss.com)



### Gender, Work and Organization - Call for Papers Special Issue: The Theory and Practice of Intersectionality in Work and Organisations

Submission Deadline 1st April 2013

#### Guest Editors

Jenny K. Rodriguez (Newcastle University Business School, England)  
Evangelina Holvino (Chaos Management, Ltd. and Simmons School of Management, USA)  
Joyce K. Fletcher (Simmons School of Management, USA)  
Natalia Rocha Lawton (Hertfordshire University Business School, England)

#### Aim of the Special Issue

The objective of the special issue is to showcase conceptual, theoretical and qualitative manuscripts that explore intersectionality, work and organisations. The special issue has a two-fold aim. Firstly, to advance discussions on epistemic critiques and their implications for the way intersectionality is used as an analytical and interpretive framework to explore dynamics of power at work and organisations. In particular, the special issue seeks to unpick relations of inequality and privilege, and their impact on identities, organisational practices and societal processes in the context of neo-liberal global economies and corporate feminism (Eisenstein, 2005). Secondly, the special issue seeks to explore the applications and practical implications of an intersectionality lens, for example, the implications of this analytical and interpretive framework for crafting and implementing policy, organisational change initiatives, leadership development programs and the teaching of discipline specific topics such as globalisation, social entrepreneurship and leadership.

#### Background

Intersectionality continues to be at the centre of analyses looking at power dynamics from the perspective that argues interdependence between intersecting inequalities in relation to subject formations, positions, identities, and materialities. Its theoretical, conceptual, political and agentic functions highlight and explain the inseparability of categories of social difference such as race, gender, class, ethnicity, sexuality, and nation and how these interact with power in different spheres - individual, institutional, social and cultural (McCall, 2005; Weber, 2010; Yuval-Davis, 2006, 2011). The mutually constitutive nature of inequalities and structures of discrimination argued by intersectional theories also provides a useful foundation to understand continuities, shifts and transformations of power in organisations.

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## Call for Papers & Conferences [cont'd]

*CONTINUED: Call for Papers: The Theory & Practice of Intersectionality in Work & Organizations*

At the same time, intersectionality is a contested framework due to the broadness of intersectional theory and practice, which leads to different, inconsistent, and open-ended approaches and interpretations (Ward, 2004; Phoenix & Pattynama, 2006; Davis, 2008; Nash, 2008). As a result, conceptual discussions have moved from embracing Crenshaw's (1991) propositions about the need to challenge and deconstruct single axis notions of identity, to discussing notions of pure and hybrid intersectionalities (Brah & Phoenix, 2004), and more recently, to addressing methodological complexities of intersectionality (McCall, 2005) and proposing alternative ways to understand 'intersecting categories' by hinting to an agenda that shifts from 'intersectionality' to 'multidimensionality' (Ehrenreich, 2002), 'simultaneity' (Holvino, 2006, 2010, 2012) or 'matrix of meaning-making' (Dhamoon, 2011).

In practical terms, despite attempts to mainstream intersectionality in policy-making (Hawthorne, 2004; Squires, 2005; Verloo, 2006; Eveline et al., 2009; Hankivsky and Cormier, 2011), intersectional analyses of work and organisations at an empirical level, in particular the study of the lived experiences of workers and how intersections affect structures of work and organisational dynamics, remain under-researched. The work of Joan Acker (2000, 2006, 2009) on inequality regimes set important arguments to advance this discussion and a few others have added significant theoretical and empirical insights (cf. Eisenstein, 2005; Staunæs, 2006; Walby, 2007; Britton & Logan, 2008; Styhre & Ericksson-Zetterquist, 2008; Essers & Benschop, 2009; Holvino, 2010, 2012; Dahlkild-Öhman & Eriksson, 2011; Healy et al., 2011; Tatli & Özbilgin, 2012). However, the potential of this discussion has not been fully capitalised and it remains at the margins of the meta-narratives of work and organisation studies (Zander et al., 2010).

### Contribution of the Special Issue

More discussion is needed to map the uses of intersectionality and expand understandings of what sustains and perpetuates power mechanisms, systems of subordination and regimes of inequality in work and organisations. Moreover, these discussions need to span across geographies, temporalities, disciplines and perspectives (cf. Ifekwunigwe, 1998; 2004; Weldon, 2005; Warner, 2008) so that they account not only for complexities in the intersections themselves, but also for how these interplay with wider issues associated to contemporary work and organisational dynamics, such as debates on migration, transnational feminisms, varieties of capitalism, and more generally globalisation (Blommaert and Verschueren, 1998; Gibson-Graham et al., 2000; Grewal and Kaplan, 2000; Mahler and Pessar, 2001; Mohanty, 2003; Kim, 2007; Metcalfe & Rees, 2010; Calás et al., 2011; Chow et al., 2011; Metcalfe & Woodhams, 2012). We envisage the special issue will bring papers that approach both established and emerging issues linked to how intersectionality is understood and applied including its uses as deconstructive critique and reflecting the diversity of these discussions today.

### Scope

The special issue invites contributions that address (but are not limited to) the following themes/questions:

- Clarifying the concept and purpose of intersectionality. For example, is 'intersectionality' the most appropriate metaphor; is intersectionality a goal, a strategy, a paradigm (Hancock, 2007) and why does it matter? Is intersectionality enough?

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## Call for Papers & Conferences [cont'd]



*CONTINUED: Call for Papers: The Theory & Practice of Intersectionality in Work & Organizations*

- Methodology(ies) of intersectionality, challenges and possibilities of intersectional approaches to research in organisations. For example, what methods or combination of methods are more useful in revealing intersectional dynamics in organisations; are McCall's (2005) anti, inter and intra-categorical or Choo and Ferree's (2010) group-centred, process-centred and system-centred research classifications useful and how?
- Offering new concepts and/or analytical tools to deal with the complexity of intersectionality in research. For example, what are the best ways to analyse and make sense of data; how do we craft intersectional analyses that address the mixture of the diversities and complex interactions of intersections; how can situational factors be incorporated to account for the meaning and prioritization of categories in specific contexts, organisations and groups? What theoretical concepts, tools and frameworks can help us deal with issues of infinite regress and theoretical collapse?
- Intersectionality as critique. How can intersectionality be used to shape and inform research agendas and methods that are not about the phenomenon of intersectionality per se? For example, how can intersectionality inform organisational ethnography, comparative case study research and help question concepts and assumptions taken for granted in mainstream management topics such as leadership, negotiation, motivation, diversity and so on?
- Intersectionality and dominance. How can we conceptually and practically explore the intersection of regimes of dominance and oppression as they are embodied at the individual, relational/interactive/group, organisational and societal levels of analysis? In addition, how can we use intersectional analyses to unpack complex dynamics of inequality, such as narrative or linguistic inequality (Blommaert and Rampton, 2011)
- Intersectionality and organisational change. For example, how can an intersectionality lens inform organisational change and action research practice? Resistance? Organisational change strategies? The identification of specific organisational interventions
- Intersectionality and curriculum development. For example, what does it mean to embody intersectionality in one's teaching practice (Naples, 2009)? What types of cases, exercises, teaching tools and interventions are needed to incorporate intersectionality into the management/organisation studies curriculum?
- Applications of intersectionality in policy-making and macro level change. For example, how can intersectionality be used to inform government in policy-making; what monitoring techniques can be used to uncover intersecting patterns; what are the challenges, success stories and possibilities?

Manuscripts should be no longer than 7,000 words. Manuscripts considered for publication will be peer-reviewed following the journal's double-blind review process. Submissions should be made via the journal's ScholarOne Manuscript Central at: <http://mc.manuscriptcentral.com/gwo>. Author guidelines can be found at the journal's website at: <http://onlinelibrary.wiley.com/journal/10.1111/%28ISSN%291468-0432/homepage/ForAuthors.html>.

Further enquiries about the special issue can be directed to Jenny K. Rodriguez ([jenny.rodriguez@ncl.ac.uk](mailto:jenny.rodriguez@ncl.ac.uk)), Evangelina Holvino ([holvino@chaosmanagement.com](mailto:holvino@chaosmanagement.com)), Joyce K. Fletcher ([joyce.fletcher@simmons.edu](mailto:joyce.fletcher@simmons.edu)) and Natalia Rocha Lawton ([n.rocha-lawton2@herts.ac.uk](mailto:n.rocha-lawton2@herts.ac.uk)).

\*Reference page can be viewed at: [http://onlinelibrary.wiley.com/journal/10.1111/\(ISSN\)1468-0432/homepage/GWO\\_SI\\_Call\\_For\\_Papers\\_Theory\\_and\\_PracticeRodriguez\\_et\\_all.pdf](http://onlinelibrary.wiley.com/journal/10.1111/(ISSN)1468-0432/homepage/GWO_SI_Call_For_Papers_Theory_and_PracticeRodriguez_et_all.pdf)

## Call for Papers & Conferences [cont'd]



### **Gender, Work and Organization - Call for Papers Special Issue: Feminine Writing of Organizations**

Submission Deadline 1st July 2013

Guest Editors

Heather Höpfl, University of Essex  
Alison Pullen, Swansea University  
Carl Rhodes, University of Leicester  
René ten Bos, Radboud University

It is generally assumed that the act of writing is a skill that people learn and develop. There are specific styles— the journalistic, the academic, legalistic, novelistic, diaristic, journalistic and so forth – which can be acquired through training or disposition, and that these styles can be exercised with varying degrees of competence in the instance of producing a text. Social science is no exception. In organization studies in particular even though it is well established that organizations are gendered (Acker, 1990) little attention has been paid to the gendered character of the research text itself. Instead, there has been a widespread assumption in conventional organization theorising that patriarchal academic language and writing (although largely un-named) is not only entirely appropriate as the bench-mark standard but, more than this, it is the desired medium of written communication. With this issue we wish to question this so as to create a space where feminine writing of organizations can be published and where issues surrounding the feminine – from feminine ontologies, ways of knowing, methodologies as well as the advancement of feminist theory - can be surfaced and explored.

Looking beyond organization studies matters of gendered writing have been considered in considerable depth. Thirty years have passed since French feminist writers such as Hélène Cixous, Julia Kristeva and Luce Irigaray began making their contribution to feminist writing and thinking. Diverse writers such as Avital Ronell, Shoshana Felman, Adriana Cavavero, or Silvia Montiglio have further developed this kind of research. The political possibilities made possible by these writers have barely materialized in organization studies. Indeed, the privileged [masculine] style of writing has been regarded as the primary acquisition of an academic education. 'Other writing' which bleeds, disrupts, provokes whilst challenging masculine/authoritarian writing is by and large unacceptable. This issue aims to publish feminine writing which may have the hallmarks of writing differently (cf. Grey and Sinclair, 2006), writing responsibly (Rhodes and Brown, 2005), writing with dirt (Pullen and Rhodes, 2008) and writing subversively (Höpfl, 2007).

The special issue is an invitation to writers who want to disturb the taken-for-granted gender neutrality of organizational research in relation to the often implicitly masculine-rational order that structures the field. The focus is not only on how gender is something that we study, but also how our own gendered practice and subjectivity infuse our very own research and writing (Höpfl, 2000; Pullen, 2006). We call for papers that interrogate the theoretical-philosophical issues underpinning the gendered processes of textualization in which we are immersed. More specifically, what we hope contributors will do is to put in question those persistent forms of writing which seek to achieve the homologation of women within patriarchal order (Höpfl, 2000; Phillips, Pullen and Rhodes, in progress).

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## Call for Papers & Conferences [cont'd]

*CONTINTUED: Call for Papers: Feminine Writing of Organizations*

Moreover, we wish to attend to what this means for the position, representation and embodied experience of women and men working in management and organization theory. The issue will explore difference, gender and feminism where issues of exclusion, voice and politics are raised from a level within the text.

In relation to feminine writing, we provoke questions of dominant structures and practices that seek to limit what organizational researchers are allowed to write and how they are allowed to write it. We are also concerned with the consequences of these constrictions for the way in which researchers develop their academic identity both in terms self-expression and the communication of ideas, and, work roles and career progression. In order to both question existing practice and develop new ones, some areas to consider include, but not limited to:

- Embodied writing practices
- Critiques of masculine writing
- Feminine styles, genres, practices
- Writing the body
- Writing, rationality and affect
- Marginalisation of women's writing
- Reflexivity, feminism and writing
- Writings of women
- Feminism and writing
- Feminist ethics and writing
- Women, writing and academe
- Writing as resistance – from anarchy to subversion
- The politics of writing
- Abjection, oppression, marginalization
- Genres and mediums of writing, from text to textile
- Experimental writing
- Cultural differences, feminism and women's writing
- The problematic of voicing the self and other in writing
- The ethical violence of writing as an inscription of the other
- Rationality, irrationality and the feminine

Deadline for submission of full papers: 1 July 2013. Manuscripts should be no longer than 7,000 words. Manuscripts considered for publication will be peer-reviewed following the journal's double-blind review process. Submissions should be made via the journal's ScholarOne Manuscript Central at: <http://mc.manuscriptcentral.com/gwo>. Author guidelines can be found at the journal's website at <http://mc.manuscriptcentral.com/gwo>. Author guidelines can be found at the journal's website at: <http://onlinelibrary.wiley.com/journal/10.1111/%28ISSN%291468-0432/homepage/ForAuthors.html>.

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## Call for Papers & Conferences [cont'd]

### **Gender, Work and Organization - Call for Papers Special Issue: Interrogating Queer Theory and Politics**

Submission Deadline 1st October 2013

Guest Editors

Alison Pullen, Swansea University, [a.pullen@swansea.ac.uk](mailto:a.pullen@swansea.ac.uk)

Torkild Thanem, Stockholm University, [tt@fek.su.se](mailto:tt@fek.su.se)

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Queer is by definition whatever is at odds with the normal, the legitimate, the dominant (Halperin, 1997: 62). When queer theory arrived on the academic scene some twenty years ago, it had scholarly and political ambitions, to scrutinize normativity and heteronormativity in particular, and to disturb, transform and indeed queer academia itself (de Lauretis, 1991; Doty, 1993; Warner, 1993, 1999; Sullivan, 1999). Since then, it has continued to challenge essentialist constructions and categories of gender and sexuality by interrogating how subjectivity is constructed and deconstructed through everyday and extraordinary discursive practices (Halberstam, 2005; see also Wallenberg, 2004). Moreover, queer theory has had a significant impact on LGBT politics and activism (see e.g. Gamson, 1995; Hennessy, 1995; Highleyman, 2002; Warner, 2002), and in some countries so much so that it has affected policy-making in the areas of health care and sex education (see e.g. Swedish National Institute of Public Health, 2011).

Notwithstanding its appeal across the humanities and social sciences and its impact on sexual politics (Bad Objects Choice, 1991), queer theory has enjoyed an ambivalent position in the study of gender, work and organization. While Butler's (1990, 1993, 2000, 2005) work on gender performativity has been pivotal in rethinking gender and sexuality beyond dualistic and stereotypical conceptions of masculinity and femininity (see e.g. Linstead and Pullen, 2006; Schilt and Connell, 2007; Thanem, 2011), queer theory and explicit queer subject positions have (notwithstanding a few exceptions such as Parker [2002], Tyler and Cohen [2008],) attracted less attention. The queer project has been criticized for reducing sexuality to discourse (Edwards, 1999), trivializing sexual difference (Jagose, 1996), reproducing white hegemony (Barnard, 1999), being disinterested in the everyday lives of people who identify as queer (Namaste, 1996), replacing a collective identity politics of LGBT rights with a commercialized and depoliticized individualism (Clark, 1991; Hennessy, 1995), and ignoring the material, economic, social and institutional conditions of sexuality (Field, 1995; Edwards, 1998; Green, 2007).

A prominent feature of the queer project, which this special issue highlights, is that it has never been static, and queer scholars are increasingly directing their attention beyond discursive constructions of sexuality and gender towards multiple materialities and lived experiences of queer embodiment and sexuality (Halberstam, 1998, 2005; Probyn, 1996; Dahl and Volcano, 2009). Relatedly, there have been attempts to connect the queer agenda to the politics of class, race and ethnicity (e.g. Warner, 2000; Binnie and Skeggs, 2004; Ahmed, 2006). Moreover, queer theory and politics has actively (been) incorporated (by) subject positions previously excluded from lesbian and gay studies (Highleyman, 2002; Davidson, 2007). Along with the widespread borrowing and interrogation of queer theory concepts in contemporary organizational scholarship and the fact that people continue to identify as queer, these developments suggest that queer theory and politics demand more attention in studies of gender, work and organization.

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## Call for Papers & Conferences [cont'd]

*CONTINUED: Call for Papers: Interrogating Queer Theory and Politics*

This special issue actively engages with, challenges and extends contemporary debate surrounding queer theory and politics in work and organization. Contributors may wish to reengage with some of the early writers on queer such as de Lauretis (who coined the term in 1990 but distanced herself from it three years later); Kosofsky Sedgwick (who broke the silence on oppressive discursive regimes and presented performative taxonomic frameworks for thinking, living and theorising queer); Butler (who has traced and challenged hegemonic heteronormative practices); through to Halberstam (whose theorising of queer time and space through popular culture, art and the media has inspired political activism). At the same time, we recognize that this might require contributors to critically interrogate and go beyond queer theory and politics to ask what comes next in opening up new areas of theory and praxis which seek to liberate individuals from institutional constraints, work settings and organizational processes.

The aim of this special issue is therefore to engage critically with queer theory and politics in order to interrogate how gender and sexual politics is played out through organizational practices. More specifically, we aim to create a politically transgressive space, which makes it possible to challenge heteronormative forms of thinking, working and organizing in our scholarly field as well as in everyday work organizations. We encourage contributions that bring forth accounts of how queer identities and non-identities, bodies and sexualities, are lived and expressed in settings of work and organization. Partly a phenomenological task, this may involve embodied and emotional accounts of how people experience and challenge sexual discrimination and stereotyping in social and organizational life. Finally, we anticipate that this will spur debate about the future of queer theory and politics in the study of gender, work and organization. For instance, in what ways may such a future involve re-membering the advancements already made, which have challenged the relationship between gender and sexuality, identity and non-identity, materiality and corporeality, gender and post-gendering? And in what ways may this involve exceeding the limitations of queer theory and politics to create ways of thinking, living, working and managing that are more politically transgressive?

Possible topics include, but are not restricted to:

- Heteronormativity and homonormativity in organizations
- Queer performance and performativity at work
- Queer workplaces, spaces and temporalities
- Queer theory, methodology and representation in the study of gender, work and organization
- Queer identities, non-identities, sexualities and corporealities in settings of work & organization
- Queer politics, activism and social movements
- Queer identity politics, class politics and sexual politics
- The post-gender debate and the management of diversity in organizational life

Deadline for submission of full papers: **October 1st 2013**. Manuscripts should be no longer than 7,000 words. Manuscripts considered for publication will be peer-reviewed following the journal's double-blind review process. Submissions should be made via the journal's ScholarOne Manuscript Central at: <http://mc.manuscriptcentral.com/gwo>. Author guidelines can be found at the journal's website at: [http://onlinelibrary.wiley.com/journal/10.1111/\(ISSN\)1468-0432/homepage/ForAuthors.html](http://onlinelibrary.wiley.com/journal/10.1111/(ISSN)1468-0432/homepage/ForAuthors.html)

Further enquiries about the special issue can be directed to the Guest Editors listed above.

\*References can be viewed at: [HTTP://ONLINELIBRARY.WILEY.COM/JOURNAL/10.1111/\(ISSN\)1468-0432/HOMEPAGE/CFP\\_GWO\\_INTERROGATING\\_QUEER\\_THEORY.PDF](HTTP://ONLINELIBRARY.WILEY.COM/JOURNAL/10.1111/(ISSN)1468-0432/HOMEPAGE/CFP_GWO_INTERROGATING_QUEER_THEORY.PDF)



## Call for Papers & Conferences [cont'd]

### **Journal of Managerial Psychology Call for Papers for the Special Issue on Organization Behaviour in African Organizations: Employee and Managerial Issues**

Deadline for Submissions: 1 July 2013

Guest Editors:

Dr. Stella M. Nkomo, Department of Human Resource Management, University of Pretoria, South Africa ([stella.nkomo@up.ac.za](mailto:stella.nkomo@up.ac.za))

Dr. David A. Zoogah, Earl Graves Business School, Morgan State University, USA ([David.Zoogah@morgan.edu](mailto:David.Zoogah@morgan.edu))

Dr. Samuel Mafabi, Makerere Business School, Uganda ([smafabi@mubs.ac.ug](mailto:smafabi@mubs.ac.ug))

Africa with a population of over 1 billion is the second most populous continent on the planet after Asia. Recent economic forecasts for the continent point to its rising presence in the global marketplace. Although commodities and natural resources have always been viewed as the primary means for Africa's development, its greatest untapped resource in the 21st century may well be its people (Jackson, 2004). A recent review of published research on management in Africa from 1960 to the present found a number of articles on micro issues in Africa. However, while the topics ranged from job satisfaction to diversity, there was insufficient depth in most to warrant meaningful conclusions (Zoogah and Nkomo, forthcoming). There remains an urgent need for additional research based on insight into the challenges and issues managers encounter in mobilizing the talent of the continent's workforce (Kamoche, 2011). Africa's diversity in terms of socio-economic status and culture suggest the complexity of and potential range of pertinent micro organization behaviour and psychological research needing scholarly exploration.

Existing research suggests managing people in Africa is strongly influenced by socio-economic factors, culture, demographics, the growing influence of multinationals seeking new ventures and markets on the continent as well as the impact powerful African nations like Nigeria and South Africa are having on business and development. The trade between Brazil, Russia, India and China has risen to over \$ 200 billion in recent years. China views Africa as the key to its global rise and is investing heavily in the continent. Some have begun to wonder about the influence China will have on the management of people as it establishes businesses and trade across the continent (Lumumba-Kasonga, 2010; Jackson, 2012).

Cultural values and traditions are thought to account for differences in the attitudes and behaviours of workers and managers. In contrast to the largely individualistic cultures of developed nations, researchers have pointed to Africa's collectivist values and humane orientation (House, Hanges, Javidan, Dorfman & Gupta, 2004). Yet, migration patterns in Africa suggest a growing movement of people from traditionally rural areas to large urban centers. At the same time, a large proportion of the African labour force is employed in unskilled or semi-skilled jobs while a significant number subsist through informal economic activities. Low wages, high unemployment in some countries combine with strong extended family values to place strain upon African employees far beyond the typical nuclear family understanding of work-family conflict.

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## Call for Papers & Conferences [cont'd]

*CONTINUED: Call for Papers: Organization Behaviour in African Organizations...*

Africa also has a significant youth population. Fourteen of the fifteen youngest countries in the world are in Africa. This demographic trend may have significant implications for understanding worker psychology.

Research has suggested that organizational and people management still reflect some of the autocratic and highly bureaucratic management practices established during colonial rule in many nations. These practices were devised to serve colonial needs with little regard to indigenous cultures or the development of a cadre of managers (Kiggundu, 1991). Most post-colonial nations in Africa are still trying to find effective ways of managing, motivating and developing a workforce to realise the continent's economic and social potential.

In this special issue, we are seeking micro-oriented manuscripts that provide insight into the issues related to managing people in African organizations. We invite contributions that are empirical as well as theoretical that provide new knowledge, particularly on untapped topics. Manuscripts that address the key contemporary influences on managerial, industrial psychology, and human resources practices in Africa are particularly welcome. However, the emphasis is on individual and small group, not organizational level analysis. We invite authors to contact us about their ideas for contributions by so that we can provide feedback on their suitability for this special issue.

The key themes and foci that we would like to explore include some of (but not limited to) the following questions:

- How do the perceptions of employees influence interactions and outcomes in African organizations?
- How do employees and organizations manage identity?
- What diversity forms and effects exist in African organizations?
- What personality forms and dynamics manifest and how do they affect organizations?
- How do affective responses of employees influence interactions and behaviour?
- What are the forms of stress and responses of employees?
- What traditional motivational mechanisms are employed in organizations?
- How do politicking behaviour of employees influence interactions and organizational outcomes?
- What traditional leadership mechanisms are used in organizations?
- How do teams and team dynamics function in African organizations?
- What forms, processes, and outcomes of managerial decisions occur in African organizations?
- What forms of conflict occur in the workplace?
- What traditional communication processes occur in African organizations and how do they contribute to organizational effectiveness?
- What new organizational forms exist in Africa and what effects do these have on employees?
- How do corporate cultures interact with traditional and modern cultures in African organizations?

*(continued on next page)*





## Call for Papers & Conferences [cont'd]

*CONTINUED: Call for Papers: Organization Behaviour in African Organizations...*

Researchers must distinguish the contextual characteristics of their studies (see Zoogah, 2008) and the contribution of their study to theory development (Brief, 2003; Conlon, 2002; Colquitt & Zapata-Phelan, 2007; Corley & Gioia, 2011; Kilduff, 2006; Whetten, 1990). Using Colquitt and Zapata-Phelan's (2007) typology, they must explicitly indicate whether and how they are reporters, testers, builders, qualifiers, or expanders. Even though we are interested in showing the unique contribution of Africa to the OB discipline and therefore would prefer expanders, we nonetheless recognize the dearth of OB studies and therefore would welcome reporters, testers, builders, and qualifiers consistent with theoretical contribution (Corley & Gioia, 2011).

The deadline for receipt of manuscripts is July 1, 2013. Please submit manuscripts in MS Word format via the Manuscript Central system on the journal's website ([http://www.emeraldinsight.com/products/journals/author\\_guidelines.htm?id=jmp](http://www.emeraldinsight.com/products/journals/author_guidelines.htm?id=jmp)).

Manuscripts are expected to follow the JMP submission guidelines:

[http://info.emeraldinsight.com/products/journals/author\\_guidelines.htm?id=jmp](http://info.emeraldinsight.com/products/journals/author_guidelines.htm?id=jmp).

For example, all manuscripts must be 6,000 words of text not counting references, tables, etc., and the title must be no more than eight words. It merits emphasis that an author may not submit a manuscript to the journal describing data or results that have been published in whole or in substantial part elsewhere. The primary reason for this is that duplicate publication distorts the knowledge base in a field, and may lead to erroneous inferences regarding a given phenomenon. Authors for whom English is not their first language are encouraged strongly to use Emerald Publishing Editing Services prior to submitting their manuscripts. Information about these services can be found at <http://info.emeraldinsight.com>.

This special issue is open and competitive. Submitted papers will undergo the normal rigorous, double-blind review process to ensure relevance and quality. Thus, all manuscripts will be subject to double blind peer-reviews. Interested authors are encouraged to send questions or a short description of their proposed manuscript to the Guest Editor, Stella Nkomo ([stella.nkomo@up.ac.za](mailto:stella.nkomo@up.ac.za)). This will facilitate a timely planning of the special issue. Please send all questions about submission requirements, formats, etc. to Kay Wilkinson ([kwilkinson@emeraldinsight.com](mailto:kwilkinson@emeraldinsight.com)), the JMP Administrator.

Reference page can be viewed at: [http://www.emeraldinsight.com/products/journals/call\\_for\\_papers.htm?id=4367&PHPSESSID=6ujrrtean4qk64r4jriujuhs3](http://www.emeraldinsight.com/products/journals/call_for_papers.htm?id=4367&PHPSESSID=6ujrrtean4qk64r4jriujuhs3)





*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 & AOM Connect & the Future!*

*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. These Listservs can be found at <http://aom.org/Networking/ListServs.aspx>

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. Currently the GDO-Listserv has 795 members, having grown by 18% in the past two years.

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

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

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

### ***How do I join?***

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

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

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

OR

Go to [www.aomonline.org](http://www.aomonline.org), select the "People and Communities" bubble at the top of the page, then select "Listservs" from the menu on the left, which lists AOM Listservs. Find GDO-L in the list, click on "Subscribe". Enter your email address and name, then click "Join GDO-L".

Soon, the Listserv manager will verify your membership and send you a confirmation email providing simple instructions for posting to or exiting the Listserv.

### ***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>

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## GDO Information Stream [cont.]



Contact Dianne Murphy  
([ddmurphy@uwm.edu](mailto:ddmurphy@uwm.edu))  
if you have ideas for  
how social media could  
benefit our division!

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

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



In member surveys, networking has been cited as the number one reason to belong to the Academy of Management. AOM Connect was introduced in May 2010 to provide AOM members with online tools to connect with colleagues and collaborate. Unfortunately, we do not have many GDO members utilizing this tool. Please take a moment to review some of the benefits offered by AOM Connect as summarized below.

### **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.

### **The Future!**

You may have noticed that some other divisions are starting to use social media tools such as LinkedIn, Facebook, YouTube, etc. If you have any suggestions/feedback regarding how these tools could benefit the members of the GDO Division, please contact me, Dianne Murphy, at [ddmurphy@uwm.edu](mailto:ddmurphy@uwm.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*  
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## *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, awards, honors or promotions, or memorial announcements for those we have lost, please send them in—we would love to hear from you!

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Newsletter Associate Editor: Payal Kumar at [payalk1@gmail.com](mailto:payalk1@gmail.com)