



Gender and Diversity in Organizations (GDO)

SPRING 2013 NEWSLETTER

Volume XV, Issue 2

Report from the Division Chair

Inside this Issue:

Report from Division Chair	1
Report from Program Chair	4
Report from PDW Chair	6
GDO Election & By-Laws Results	7
AOM 2013 Highlights	9
Member Updates	14
Calls	18
GDO Info Stream	35
What is GDO?	37

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Hello GDO members,

We are excited about our 2013 AOM Conference program and social events! We have an informative and stimulating program set just for you! From paper sessions to receptions and social hours there is much in store. We look forward to seeing all of you and encourage your participation and engagement as you attend the many GDO Division events. Most of the GDO events will take place at the Dolphin Resort on the Walt Disney World property. It is a beautiful venue that captures the “Magic of Disney.”

This edition of the GDO Newsletter offers highlights of our many sessions and activities. Please read the reports from our Program Chair, **Charmine Hartel**, and Professional Development Workshop (PDW) Chair, **Lisa Nishii**, as they provide information about our pre-conference PDW and Scholarly programs. Charmine and Lisa have devoted a lot of time and energy to ensure a quality program for your learning and enjoyment. Thank you, Charmine and Lisa!

Below I mention a few sessions that you do not want to miss!

GDO Division Plenary: We are delighted to have Rohini Anand, Senior Vice President and Global Chief Diversity Officer at Sodexo, present a “case study”, **Leveraging Diversity and Inclusion for Business Success: The Sodexo Case**, on Tuesday, Aug 13th, 8:00 a.m. – 9:30 p.m. at the WDW Dolphin Resort in Salon III. Sodexo is rated #1 on the 2013 DiversityInc Top 50 Companies for Diversity. Rohini will describe how this global company has experienced tremendous success with diversity and inclusion strategies and how research can help this process. This is a must attend session as we address the research-practitioner divide!

Junior Faculty & Doctoral Student Consortia: Our Junior Faculty Consortium on Friday, August 9th; 8:00 a.m. -12:30 p.m. and the Doctoral Student Consortium on Saturday, August 10th, 8:30 AM – 4 PM will provide very useful information on research, teaching and excellent opportunities for networking. We appreciate the efforts of **Eden King**, **Donna Blancero** and **Susan Vinnicombe** in organizing the Junior Faculty Consortium and **Orlando Richard** and **Caren Goldberg** as organizers of the Doctoral Student Consortium. Please register for these sessions and see further instructions in sections devoted to these events in this newsletter.



Division Chair
Gwendolyn M. Combs
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Nebraska-Lincoln
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We hope to see you at the GDO Division Business Meeting & Reception on Monday Evening, August 12th, as well as other GDO Division Social Events highlighted here!

Report from the Division Chair [cont'd]

GDO Pre-Conference Social for International and New Members: This year our Friday evening social hour will have a new focus on our International and New Members. We appreciate the School of Management at Curtin University for their support for this event. Please help us celebrate our international colleagues and those new to our Division on Friday evening, August 9th, 6:00 p.m. – 7:30 p.m., Dolphin Resort, Salon E 3. We thank **Raymond Trau**, International Committee Chair and **Donna Blancero**, Membership Committee Chair, for coordinating the work of the International and Membership Committee Members in planning this event.

GDO Welcome Breakfast: Members and friends are encouraged to attend the Welcome Breakfast on Monday morning, 7:30 a.m. – 8:30 a.m. in Asia I at the Dolphin Resort. Take this time to start the scholarly program with your colleagues over a quick-start meal.

GDO Business Meeting: You are all invited to attend and support those who will be receiving awards and recognition from the Division. Our awards committees have been hard at work reviewing the fascinating nominations and selecting recipients for our awards. We will also review activities and accomplishments over the past year and hear from incoming Officers. Help us celebrate awardees on Monday evening, August 12th from 5:30 p.m. – 7:30 p.m. in Salon III, Dolphin Resort..

GDO Reception: Monday, August 12th from 7:30 p.m. – 10:00 p.m. in Salon V, Dolphin Resort. Don't miss this opportunity to reconnect with colleagues and meet our new members.

I extend my gratitude to individuals who have chaired and coordinated our Division committees. They have worked tirelessly for GDO over the past year. When you see them, please take a moment to express your appreciation.

- Junior Faculty Consortium – **Eden King, Donna Blancero, Susan Vinnicombe**
- Doctoral Student Consortium – **Orlando Richard, Caren Goldberg**
- Membership Committee – **Donna Blancero**
- International Committee – **Raymond Trau**
- Media Relations Committee – **Eden King**
- Fundraising Committee – **Stacy Blake-Beard, Beth Livingston**
- Bylaws revision Committee – **Diana Bilimoria**
- Division Sponsorship Committee – **Derek Avery, Beth Livingston**
- Scholarly Contribution to Ed. Practices Adv. Women in Leadership – **Diana Bilimoria**
- Scholarly Contributions to Management Lifetime Award – **David Kravitz**
- Janet Chusmir Lifetime Service Award – **Derek Avery**
- Dorothy Harlow Best Conference Paper Award – **Gayle Baugh**
- 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 GDO Publication – **Stacy Blake-Beard**

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Report from the Division Chair [cont'd]



Additionally, we thank the numerous **GDO members from across the globe** that volunteered and served on the above GDO Committees! I wish that space would allow me to recognize each of you individually. Please know that I salute your support!

My appreciation to our hardworking GDO Newsletter team: Editor, **Beth Humberd** and Associate Editor, **Payal Kumar**; GDO Secretary **Rebecca Portnoy**; Treasurer, **Beth Livingston**; and Website team: **Janet Barnes-Farrell** and **David Kaplan**.

Serving as your Division Chair has been a phenomenal experience! I am grateful for the overwhelming support of the Executive Committee and our GDO member volunteers. I have enjoyed working with each and every one of you. We have just a few short months before we meet in Orlando and there is still much work to finish. I look forward to seeing you all. Until then, please don't hesitate to contact me with your thoughts about any component of the GDO Division.

The best to you and wishing you safe travel.

Gwendolyn M. Combs, Division Chair

University of Nebraska-Lincoln
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Thank you to all of the GDO Officers, Executive Committee, and members from across the globe that volunteer to serve our division!



73rd Annual Meeting of the Academy of Management

August 9-13, 2013

Lake Buena Vista (Orlando), Florida USA

Theme: Capitalism in Question

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)

2013 Annual Meeting of the Academy of Management “Capitalism in Question” Orlando, Florida August 9-13, 2013

Dear GDO Colleagues,

We look forward to welcoming you to Orlando, Florida – a city defined by its plethora of theme parks. Orlando is the birthplace of the world’s first water park, the most exhaustive collection of Tiffany (held at the Charles Hosmer Morse Museum of American Art) and the Kennedy Space Center is just 45 minutes away.

The setting of the 2013 Annual Academy of Management Meeting, Walt Disney World Resort, encourages imagination and letting go of the traditions we know – very fitting for this year’s theme “Capitalism in Question”.

This year the concept of plenary sessions was introduced and GDO is extremely pleased to bring to you the **Senior Vice President and Global Chief Diversity Officer of So-dexo**, Rohini Anand. In this extraordinary opportunity for AOM members, Rohini will describe how the company rated Number 1 on the 2013 DiversityInc. Top 50 Companies for Diversity leverages diversity and inclusion to benefit their global business. She will share the key success factors and lessons learned as well as highlight areas where research can inform organizational practices. The plenary begins at 8:00 a.m. on Tuesday, August 13th in Salon III of the Dolphin Resort.

GDO is proud to be a sponsor of **six showcase symposia**:

- Sunday, August 11th, 3:30 p.m. – 5:00 p.m., Session 593 “Shadows to the Marquee Lights: Questioning Capitalism and the Mission of the Academy of Management”, WDW Dolphin Resort: Asia 5
- Monday, August 12th, 11:30 a.m. – 1:00 p.m., Session 26, “Work and Family in a Multi-cultural World”, WDW Dolphin Resort: Europe 8
- Monday, August 12th, 11:30 a.m. – 1:00 p.m., Session 28, “Developing Intercultural Competencies through Cross-Cultural Management Education”, WDW Coronado Springs Resort: Yucatan 2
- Tuesday, August 13th, 9:45 a.m. – 11:15 a.m., Session 42, “Women on Corporate Boards: New Insights from Global Research”, WDW Dolphin Resort: Salon IV
- Tuesday, August 13th, Session 1361, “Equal Opportunity? Women, Gender, and Leadership in the 21st Century”, WDW Dolphin Resort: Salon A4
- Tuesday, August 13th, 1:15 p.m. – 2:45 p.m., Session 51, “New Leaders in a Changing World? Elaborating on the Challenges of Ethnic/Racial Minority Leadership”, WDW Dolphin Resort: Europe 5

All friends and members of GDO are invited to the following **socials**:

- Friday, August 9th, 6:00 p.m. – 7:30 p.m., GDO Pre-Conference Social for International and New Members, WDW Dolphin Resort, Salon E3
- Monday, August 12th, 7:30 a.m. – 8:30 a.m., GDO Welcome Breakfast, WDW Dolphin Resort, Asia 1
- Monday, August 12th, 7:30 p.m. – 10:00 p.m., GDO Reception, WDW Dolphin Resort, Salon IV

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Report from the Program Chair [cont'd]

GDO Scholarly Program Session Highlights

- Monday, August 12th, 8:00 a.m. – 9:30 a.m., Session 715, “Discrimination and Harassment”, WDW Dolphin Resort: Europe 5
- Monday, August 12th, 8:00 a.m. – 9:30 a.m., Session 716, “New Perspectives on Diversity: Selection, Growth, Culture and Leadership, WDW Dolphin Resort: Oceanic 4
- Monday, August 12th, 1:15 p.m. – 2:45 p.m., Session 30, “Indigenous HR policy development in the Arab Middle East: Putting gender on the agenda”, WDW Dolphin Resort: Europe 5
- Tuesday, August 13th, 9:45 a.m. – 11:15 a.m. Session 45, “Inclusion at Work: Practices and Insights”, WDW Dolphin Resort: Salon A3
- Tuesday, August 13th, 11:30 a.m. – 1:00 p.m., Session 48, “Organizational Climate and Discourses”, WDW Dolphin Resort: Oceanic 7

We encourage you to begin making your customized program up now to get the most out of the wonderful GDO program on offer. The online program can be found at <http://program.aom.org/2013/>.

This program is the product of the generosity of our members who have served the division through reviewing, sitting on award committees, and volunteering as session chairs. I want to especially thank the 200 reviewers who rated 181 papers and 31 symposia. Our division could not have assembled this phenomenal conference program without your assistance. I look forward to welcoming you to Orlando in August.

Please look for further updates from me about the 2013 Scholarly Program on the GDO Listserv. If you are not already a member of the GDO Listserv, please join it at <http://aom.org/join/>

I look forward to seeing you all in Orlando, Florida on August 9-13.

Kind regards,

Charmine E. J. Härtel, Program Chair

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

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Be sure to check out the wonderful GDO program being offered at the AOM conference in Orlando.

The online program can be found at:

<http://program.aom.org/2013>
.....

If you have not already done so, be sure to register for the 2013 AOM Annual Meeting in Orlando by visiting:
<http://aom.org/annualmeeting/registration/register/>

Report from the PDW Chair



PDW Chair

Lisa Nishii

Cornell University
lh5@cornell.edu

Dear GDO Colleagues,

This year's Professional Development Workshop (PDW) program for GDO offers wonderful opportunities for our members to learn, develop competencies, brainstorm with others, and identify strategies for improving our success as individuals and as collectives. When I was a doctoral student, I remember focusing primarily on paper sessions that begin on Monday morning. I now realize that a ton of valuable learning happens, and a lot of meaningful connections are made, during the pre-conference program, so I'd like to encourage you to come to Orlando early so that you can join us! The PDW program for the 2013 conference in Orlando will begin at 8 a.m. on Friday, August 9th, and continue until 4 p.m. on Saturday, August 10th. Please keep in mind that some of the workshops require pre-registration and have limited space.

This year we will once again be offering both the GDO Doctoral (August 9th) and Junior Faculty (August 10th) Consortia. We would like to encourage anyone who is interested in participating, or knows of doctoral students or junior faculty who would benefit from participating, to contact the organizers of the consortia soon. This is particularly the case for the doctoral consortium – if you are interested in participating, it would be beneficial for both you and the organizers if you let them know, even if you have not yet formally registered for the conference. Doing so will not only help to secure a space for you, but will also give the organizers extra time to identify a mentor who is well matched with your research interests. This is a unique and invaluable opportunity, not to be missed!

In addition to the two consortia, we are delighted to be offering the "Publishing Diversity Research" workshop once again. I participated in this workshop as a junior faculty member and found it to be enormously useful. It's rare to have the undivided attention of two senior colleagues with whom you can discuss one of your manuscripts in great detail. I strongly encourage junior faculty to submit manuscripts for consideration.

In addition to these workshops which we have offered in prior years, we have an exciting set of new ones this year. For example, "Spanning the great divide: Six practices to transform limiting borders into new frontiers" is an interactive workshop that will give participants an opportunity to learn how to engage in effective boundary spanning behaviors – something that is increasingly important in today's diverse workplaces. We will also be offering a workshop entitled "Advancing leadership development for women," in which participants will explore the impact of various leadership development programs for women, including women-only programs and those which are offered in mixed-identity settings. There will also be a workshop called "Getting managing diversity on business school curricula," in which panelists and participants will discuss existing barriers to including diversity courses in business school curricula and identify strategies for negotiating their inclusion in order to better prepare tomorrow's managers for leading effectively within diverse settings. Finally, we are excited to be offering a thought-provoking workshop that aligns with this year's conference theme: "Capitalism and inclusion." Its purpose will be to discuss the challenges that capitalism poses to inclusion.

I look forward to seeing all of you in Orlando!

Lisa H. Nishii, PDW Chair

Cornell University
Lhn5@cornell.edu



GDO LEADERSHIP ELECTION RESULTS!

Dear GDO Members,

The 2013 GDO Division Officer and Executive Committee Member Election results are now in! Many thanks to all who took the time to vote! Our 28.6% participation rate exceeded the overall Academy of Management rate of 26%.

The Results

The current members of the five-year officer sequence were all re-elected. As of August 2013, the Division Chair will be **Stacy Blake-Beard** (Simmons College), the Division Chair Elect will be **Charmine Hartel** (University of Queensland), and the Program Chair will be **Lisa Nishii** (Cornell University). In addition, the Immediate Past Division Chair will be **Gwendolyn Combs** (University of Nebraska-Lincoln).

W E Douglas Creed (University of Rhode Island) was elected to the position of Division Program Chair Elect and PDW Chair. During the next five years, he will work his way through the five elected officer positions. Congratulations, Doug!

I am pleased to share that in August 2013 the GDO Executive Committee will be joined by **Jennifer Berdahl** (University of Toronto), **Lisa Leslie** (New York University), **Isabel Metz** (Melbourne Business School) and **Corinne Post** (Lehigh University). Congratulations to all of them and thanks for their willingness to commit their time and energy to the governance of the GDO Division.

Finally, I want to offer my appreciation to all those who ran for office but were not elected this year. Had they not accepted their nominations and agreed to run, this election would not have been possible. I know we can rely on them to continue serving the GDO Division in other ways. Our sincere thanks to **David Baldrige** (Oregon State University), **Maura Belliveau** (Long Island University-Post), **Regine Bendl** (WU Vienna), **Rowena Ortiz-Walters** (Quinnipiac University) and **Brian Rubineau** (Cornell University).

With our new elected team in place, I know that the leadership and governance of the GDO Division will continue to be in good hands as we collectively face the opportunities and challenges of the future.

With all best wishes,

Diana Bilimoria,

Immediate Past Division Chair

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

GDO BYLAWS REVISION RESULTS!



The revisions to our Bylaws have been approved by the GDO membership and will take effect in August 2013!

Dear GDO Members,

I am pleased to announce that the revisions to our Bylaws have been approved by the GDO membership and will take effect in August 2013. Many thanks to all who voted!

As you know, over the past two years, our Bylaws Revision Committee has been hard at work updating the Bylaws of the GDO Division. These changes mostly reflected current practices and terminology as they applied to the Division.

For the new Bylaws to take effect, at least 5% of the current membership of the Division needed to vote with approval by two-thirds majority. When voting ended, we received almost unanimous approval of the proposed changes by almost 17% of our membership.

I would like to take this opportunity to thank my colleagues on the Bylaws Revision Committee for their hard work in updating the previous Bylaws – **David Kravitz** (George Mason University), **Ron Ophir** (York University), and **dt ogilvie** (Rochester Institute of Technology). Thanks also to the GDO Officers and Executive Committee members for their feedback and counsel.

Sincerely,

Diana Bilimoria,

Bylaws Revision Committee Chair

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MANY THANKS TO ALL WHO

TOOK THE TIME TO VOTE!



AOM 2013 HIGHLIGHTS



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 10th 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.

If a student of yours would benefit from attending the GDO Doctoral Consortium, please encourage them to register!

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!!



AOM 2013 HIGHLIGHTS [cont'd]



Junior Faculty Consortium

We are excited to announce
the second annual GDO Junior Faculty Consortium,
 which will be offered at the 2013 AOM Meeting!

The Consortium will be presented on Friday morning, 8 a.m. -12:30 p.m. The Consortium reflects responsiveness of the Division leadership to the needs of the membership. Junior faculty members will engage in meaningful discussion concerning topics that impact their success in the field. **Junior Faculty do not want to miss this opportunity!!**

Based upon feedback from last year's inaugural session, participants will engage in topics such as: preparing for and navigating the tenure process, appropriately managing stress and potential burnout associated with junior faculty roles and responsibilities, managing the political environment, ensuring research and publication success, instructional techniques, and classroom management.

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

Pre-registration is required for participation in the Consortium. The deadline for registration is August 1, 2013. At the time that the AOM Program is made accessible, please follow the specified PDW registration procedures.

Organizers: Eden King, Donna Blancero, Susan Vinnicombe

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

Register early!!

***The Junior Faculty Consortium offers a great opportunity
 for you to engage in meaningful discussion
 concerning topics that impact your success in the field!***

AOM 2013 HIGHLIGHTS [cont'd]



GDO Membership Committee

The membership committee invites GDO members to welcome new members to the Academy! We are working with all divisions at the annual meeting and there are three different activities that we would love your involvement with:

New Member Orientation & Networking Event: There will be sessions on both Friday and Saturday evenings from 5:30 p.m. to 7:30 p.m. This primarily involves meeting and greeting new attendees, answering their questions, and promoting the GDO division and its activities. This is a great opportunity to volunteer for the GDO division in a fun and short term way. You can sign up here: <https://www.surveymonkey.com/s/RJS6SWZ>

Hospitality Suite: AOM will have a hospitality suite at various times through the annual meeting. Typically, hundreds of new members attend to have questions answered – questions you can help with! Another great opportunity to chat up the GDO division. You can sign up here: <https://www.surveymonkey.com/s/M77HSXZ>

Adopt-a-Member Program: We know how important it is for new members to have a one-on-one relationship with a more seasoned member. Please consider adopting a member and helping a new person navigate the annual meeting and better understand what GDO is all about. Full details with guidelines and sign up links can be found here: aom.org/annualmeeting/adopt-a-member/

Membership Committee Chair: Donna Maria Blancero

Committee Members: Ruth Bernstein, Kathleen Buse, Maria Kakarika, Christine Mahoney, Beverly Dawn Metcalfe, Alisa Mosley, Dianne Murphy, Amy Randel

The membership committee invites you to help us welcome new members to the Academy and to the GDO Division!



AOM Adopt-A-Member Program

AOM 2013 HIGHLIGHTS [cont'd]



The PDW Program offered by the Diversity & Inclusion Theme Committee, should be of great interest to GDO members...be sure to check it out!

Diversity & Inclusion Theme Committee

Submitted by: Isabel Metz, D&ITC Communications Chair

The AOM 2013 Diversity & Inclusion Theme Committee (D&ITC) PDW program should be of great interest to GDO members. Be sure to check out the following programs:

FRIDAY, AUGUST 9 2013

10:30 a.m. – 12:30 p.m.: Hidden in Plain Sight: Strategies for Studying Hard-to-Find, or Invisible Populations (WDW Dolphin Resort in Oceanic 7). In this workshop we will explore some of the key methodological issues and strategies related to the study of invisible or hard-to-find populations. The PDW is designed to help participants build a community of international scholars across, and inclusive of, all management disciplines represented at the Academy, who study hard-to-find populations. As a means of seeding discussion, the panel will provide a series of short presentations covering a variety of challenges associated with the study of these populations. This session will offer participants plenty of opportunity for both guided and open engagement with both the panel and other attendees.

Roxanne Beard; Ohio Dominican U., **Robyn A. Berkley;** Southern Illinois U., Edwardsville, **Nicole Cundiff;** U. of Alaska Fairbanks, **Nicholas Hoffman;** Southern Illinois U. Carbondale, **Donna Maria Blancero;** Bentley U., **Michelle R. Hebl;** Rice U., **Amy KlemmVerbos;** Central Michigan U.

10:30 a.m. – 12:30 p.m.: Eliciting Best Practices of Inclusion within AOM (WDW Dolphin Resort in Europe 2). The purpose of this PDW is to engage attendees through an Appreciative Inquiry-inspired exploration of their peak moments of inclusion within AOM. We intend to attract members from each Division/Interest Group (DIG). We intend to advertise with each DIG's PDW Chair and on their distribution lists, newsletters, Facebook, and AOMConnect pages. We particularly want to attract a group diverse in terms of career stage, race/ethnicity, nationality, philosophical stance, and discipline. The deliverable from this workshop is to provide the Diversity & Inclusion Theme Committee (DITC) with the collective feedback of the group, with the goal of further increasing members' levels of perceived inclusion within the AOM.

J. Goosby Smith; Pepperdine U., **Josie Lindsay;** Bell & Lindsay, Inc.

3:00 p.m. – 5:00 p.m.: Diversity and Inclusion in AOM Divisions: Survey Results, Best Practices, and Action Plan (WDW Dolphin Resort in Europe 6). The Diversity and Inclusion Theme Committee will conduct a Diversity and Inclusion survey of the AOM membership during the spring in 2013. During this workshop, a representative for the D&ITC will present results for AOM as a whole, as well as for each division. This is a great opportunity for AOM division e-board members to gain information about their members' perceptions of how effectively the division is addressing diversity and inclusion issues. The results presented will generate a cross-division discussion about how each division approaches diversity and inclusion issues, in addition to sharing best practices that have been or need to be implemented to further AOM's diversity and inclusion goals. (*Restricted to Divisional Officers and by invitation only.)

Christina L. Stamper; Western Michigan U., **Bernardo M. Ferdman;** Alliant International U., **Patrick F. McKay;** Rutgers U., **Yvonne Benschop;** Radboud U. Nijmegen, **Isabel Metz;** U. of Melbourne, **Eddy S. Ng;** Dalhousie U., **Stella M. Nkomo;** U. of Pretoria, **Quinetta Roberson;** Villanova U.

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AOM 2013 HIGHLIGHTS [cont'd]



The D&ITC mission is to provide learning and outreach opportunities across AOM 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 .

CONTINUED: Diversity & Inclusion Theme Committee (D&ITC) PDW Program

SATURDAY, AUGUST 10 2013

3:00 p.m. – 5:00 p.m.: Diversity and Inclusion in the Academy: A Town Hall Meeting (WDW Dolphin Resort in Europe 2). At this highly interactive session, the D&ITC leadership will share progress since last year's Town Hall, and describe our work on a strategic doing proposal, and a survey of AOM members. Most of the session will focus on participant sharing of inclusion experiences in the Academy, ideas about how to make AOM more inclusive, and best practices at AOM for diversity and inclusion. As the Committee prepares to assess the state of diversity and inclusion in the Academy, your input will allow this effort to be aligned with the hopes and aspirations of our diverse members. It will also help work toward developing guidelines and tools for diversity and inclusion practices in AOM. Committee members are Yvonne Benschop, Bernardo Ferdman (Chair), Patrick McKay, Isabel Metz, Eddy Ng (PDW Chair), Stella Nkomo, Quinnetta Roberson, Lynn Shore, and Christina Stamper. D&ITC

Connections Cafe to follow - all AOM members invited.

Eddy S. Ng; Dalhousie U., **Bernardo M. Ferdman;** Alliant International U., **Yvonne Benschop;** Radboud U. Nijmegen, **Patrick F. McKay;** Rutgers U., **Isabel Metz;** U. of Melbourne, **Stella M. Nkomo;** U. of Pretoria, **Quinnetta Roberson;** Villanova U., **Christina L. Stamper;** Western Michigan U.

4:00 p.m. – 6:30 p.m.: Queer in the Academy - 2003 :: 2013 :: 2023 (WDW Dolphin Resort in Salon A1). Looking ten years down the road, what would LGBTQ-inclusivity at the Academy of Management look like? This session is intended for LGBTQ members and allies at the Academy. We will take stock of the state of the community and its members, and consider the future of the community. Changes within the Academy (and in broad society) over the past decade suggest that the needs of the community are changing: for younger and new members of the Academy as well as for longer-time members. Through facilitated discussion, the purpose of this session is to give Academy members voice as we explore the different inclusion needs of the LGBTQ community. We seek to identify a set of concrete initiatives and leaders for those initiatives to carry forward the interests of LGBTQ (Gay, Lesbian, Bisexual, Transgendered, Queer) members of the Academy.

Ron Ophir; York U., **Gerardo Okhuysen;** U. of Utah, **Jone L. Pearce;** U. of California, Irvine, **S. Gayle Baugh;** U. of West Florida, **Bernardo M. Ferdman;** Alliant International U., **Angeline Lim;** Organisation Solutions, **Gerardo Okhuysen;** U. of Utah

5:15 p.m. – 7:15 p.m.: Diversity and Inclusion Connections Café (Social) (WDW Dolphin Resort in Europe 2). All AOM members are invited to connect with other members at this social following the D&ITC Townhall. We are also seeking new committee members.

Bernardo M. Ferdman; Alliant International U., **Eddy S. Ng;** Dalhousie U., **Yvonne Benschop;** Radboud U. Nijmegen, **Patrick F. McKay;** Rutgers U., **Isabel Metz;** U. of Melbourne, **Stella M. Nkomo;** U. of Pretoria, **Quinnetta Roberson;** Villanova U., **Christina L. Stamper;** Western Michigan U.

MEMBER UPDATES

Honors, Awards & Promotions

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

- **Derek Avery** (Temple University) was named a 2013 Fellow of the Society for Industrial-Organizational Psychology. He received the award at the annual SIOP conference in April in acknowledgement of his noteworthy contribution to the field of industrial-organizational psychology. Well done, Derek!
- **Stacy Blake-Beard** has been promoted to Full Professor in the School of Management at Simmons College. Congratulations, Stacy!
- **Judith Clair** received the Undergraduate Distinguished Teacher Award at the Boston College Carroll School of Management, an honor which recognizes excellence in teaching. Great job, Judy!
- **Martin Davidson** has been promoted to Full Professor at the University of Virginia Darden School of Business. Congratulations, Martin!
- **Payal Kumar**, a doctoral scholar at XLRI, India, delivered a presentation on "*The shadow of negative mentoring at the workplace: Implications for the protege and the firm*" at the International conference organized by Jamia Hamdard University and FICCI, on Business, social responsibility and transformation on February 9, 2013. Well done, Payal!
- **Patrick McKay** (Rutgers, The State University of New Jersey) was also named a 2013 Fellow of the Society for Industrial-Organizational Psychology. He received the award during the Fellows Breakfast held during the annual SIOP conference in Houston this past April. This award acknowledges a scholar or practitioner who has made a noteworthy contribution to the field of industrial-organizational psychology. Congratulations, Patrick!



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

Member Updates [cont'd]



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

Selected Publications

- Côté, S., Hideg, I., & Van Kleef, G. A. 2013. The consequences of faking anger in negotiations. *Journal of Experimental Social Psychology*, 49(3), 453-463.
- Dumas, T. L., Phillips, K. W. & Rothbard, N. P. In-press. Getting Closer at the Company Party: Integration Experiences, Racial Dissimilarity, and Workplace Relationships *Organization Science*, Forthcoming.
- Gray, B. & Kish-Gephart, J. In-press. Encountering Social Class Differences at Work: How "Class Work" Perpetuates Inequality. *Academy of Management Review*, Forthcoming.
- Gilson, L. L., Lim, H. S., Luciano, M. M. & Choi, J. N. In-press. Unpacking the cross-level effects of tenure diversity, explicit knowledge, and knowledge sharing on individual creativity. *Journal of Occupational and Organizational Psychology*, 86(2): 203-222.
- Groggins, A. & Ryan, A. M. In-press Embracing uniqueness: The underpinnings of a positive climate for diversity. *Journal of Occupational and Organizational Psychology*, 86(2): 264-282.
- Guillaume, Y. R. F., Dawson, J. F., Woods, S. A., Sacramento, C. A. & West, M. A. In-press. Getting diversity at work to work: What we know and what we still don't know. *Journal of Occupational and Organizational Psychology*, 86(2): 123-141.
- Kumar, P. & Israel, D. In-press. An exploratory investigation into faculty motivation to publish: a study of business school faculty in India. *International Journal of Marketing in Education*, 7(3): 213-236.
- Liebermann, S. C., Wegge, J., Jungmann, F. & Schmidt, K. In-press. Age diversity and individual team member health: The moderating role of age and age stereotypes. *Journal of Occupational and Organizational Psychology*. 86(2): 184-202.
- Lukyte, A., Waite, E., Avery, D. R., & Roy, R. In-press. Held to a different standard: Racial differences in the impact of lateness on advancement opportunity. *Journal of Occupational and Organizational Psychology*. 86(2), 142-165.

(continued on next page)

Member Updates [cont'd]



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

Selected Publications, continued.

Ollier-Malaterre, A., Rothbard, N., & Berg, J. In-press. When worlds collide in cyberspace: How Boundary Work in Online Social Networks Impacts Professional Relationships. *Academy of Management Review*, Forthcoming.

Ollier-Malaterre, A., McNamara, T., Matz-Costa, C., Pitt-Catsouphes, M., & Valcour, M. In-press. Looking Up to Regulations, Out at Peers or Down at the Bottom Line: How Institutional Logics Affect the Prevalence of Age-Related HR Practices. *Human Relations*, Forthcoming.

Rosette, A. S., Carton, A. M., Bowes-Sperry, L., & Hewlin, P. F. In-press. Why Do Racial Slurs Remain Prevalent in the Workplace? Integrating Theory on Intergroup Behavior. *Organization Science*, Forthcoming.

Samnani, A., Boekhorst, J. A., & Harrison, J. A. In-press. The acculturation process: Antecedents, strategies, and outcomes. *Journal of Occupational and Organizational Psychology*. 86(2), 166-183.

Singh, B., Winkel, D. E., & Selvarajan, T. T. In-press. Managing diversity at work: Does psychological safety hold the key to racial differences in employee performance? *Journal of Occupational and Organizational Psychology*. 86(2): 242-263.

Trougakos, J. P., Hideg, I., Cheng, B. H., & Beal, D. J. In-press. Lunch breaks unpacked: The role of autonomy as a moderator of recovery during lunch. *Academy of Management Journal*, Forthcoming.

Van Dijk, H., & van Engen, M. L. In-press. A status perspective on the consequences of work group diversity. *Journal of Occupational and Organizational Psychology*, 86(2): 223-241.



Member Updates [cont'd]

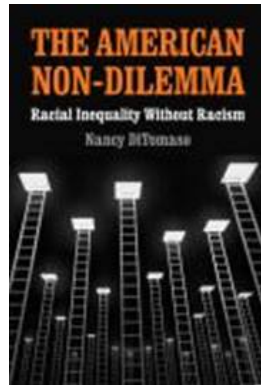


Advertise a conference,
special issue, or edited
book in the next
GDO newsletter!

Book Release Announcement

The American Non-Dilemma: Racial Inequality without Racism

By: Nancy DiTomaso



The Civil Rights movement of the 1960s seemed to mark a historical turning point in advancing the American dream of equal opportunity for all citizens, regardless of race. Yet 50 years on, racial inequality remains a troubling fact of life in American society and its causes are highly contested. In *The American Non-Dilemma*, sociologist Nancy DiTomaso convincingly argues that America's enduring racial divide is sustained more by whites' preferential treatment of members of their own social networks than by overt racial discrimination. Drawing on research from sociology, political science, history, and psychology, as well as her own interviews with a cross-section of non-Hispanic whites, DiTomaso provides a comprehensive examination of the persistence of racial inequality in the post-Civil Rights era and how it plays out in today's economic and political context.

Taking Gunnar Myrdal's classic work on America's racial divide, *The American Dilemma*, as her departure point, DiTomaso focuses on "the white side of the race line." To do so, she interviewed a sample of working, middle, and upper-class whites about their life histories, political views, and general outlook on racial inequality in America. While the vast majority of whites profess strong support for civil rights and equal opportunity regardless of race, they continue to pursue their own group-based advantage, especially in the labor market where whites tend to favor other whites in securing jobs protected from market competition. This "opportunity hoarding" leads to substantially improved life outcomes for whites due to their greater access to social resources from family, schools, churches, and other institutions with which they are engaged.

DiTomaso also examines how whites understand the persistence of racial inequality in a society where whites are, on average, the advantaged racial group. Most whites see themselves as part of the solution rather than part of the problem with regard to racial inequality. Yet they continue to harbor strong reservations about public policies—such as affirmative action—intended to ameliorate racial inequality. In effect, they accept the principles of civil rights but not the implementation of policies that would bring about greater racial equality. DiTomaso shows that the political engagement of different groups of whites is affected by their views of how civil rights policies impact their ability to provide advantages to family and friends. This tension between civil and labor rights is evident in Republicans' use of anti-civil rights platforms to attract white voters, and in the efforts of Democrats to bridge race and class issues, or civil and labor rights broadly defined. As a result, DiTomaso finds that whites are, at best, uncertain allies in the fight for racial equality.

Weaving together research on both race and class, along with the life experiences of DiTomaso's interview subjects, *The American Non-Dilemma* provides a compelling exploration of how racial inequality is reproduced in today's society, how people come to terms with the issue in their day-to-day experiences, and what these trends may signify in the contemporary political landscape.

Published by Russell Sage Foundation, 2013:

<https://www.russellsage.org/publications/american-non-dilemma>

CALLS FOR PAPERS & CONFERENCES



Africa Academy of Management Call for Participants for the 2nd Biennial Africa Academy of Management Conference

Hosted by University of Botswana in Gaborone

January 8-11, 2014

***Conference Theme: Sustainable Development in Africa through Management
Theory, Research and Practice***

The Africa Academy of Management is delighted to announce its 2nd Biennial Conference which will be held on January 8-11, 2014 in Gaborone, Botswana. The conference will bring together scholars from Africa and around the world who are interested in our theme: "Sustainable Development in Africa through Management Theory, Research and Practice."

In accordance with the theme, we invite papers and symposia on topics focusing on Africa, in all subject areas of management: international management, human resource management, organizational behavior, corporate social responsibility, management education, strategic management, entrepreneurship and other related subject areas. All manuscripts will be double-blind reviewed. Please visit our website: <http://www.africa-aom.org> for submission deadline, program outline, conference registration fees, conference tracks, travel information, hotel accommodation, etc.

Enquiries:

Program Committee: If you have questions, you may contact any of the following members

Dr. Eileen Kwesiga, Bryant University (USA) ekwesiga@bryant.edu

Dr. Moses Acquah, University of North Carolina at Greensboro (USA),
m_acquaa@uncg.edu

Dr. Margaret Crabbe, Ghana Institute of Management and Public Administration,
gyeduba2002@yahoo.com

Dr. Elham Metwally, American University in Cairo (Egypt), elhamkamal@gmail.com

Dr. Nceku Nyathi, The Open University Business School (UK), n.nyathi@open.ac.uk

Dr. David Zoogah, Morgan State University (USA), David.Zoogah@morgan.edu

CALL FOR PAPERS

Submission Deadline: June 30, 2013

Program Chair: Dr. Eileen Kwesiga, Bryant University (USA) ekwesiga@bryant.edu

Local Arrangements: Dr. Dorothy Mpabanga, University of Botswana
(dorothym366@gmail.com; MPABANGA@mopipi.ub.bw)

PAPER SUBMISSION INFORMATION

Submissions are due June 30, 2013 via <http://www.africa-aom.org> 18:00 GMT. At least one author of a paper) must register and present their work at the conference. For symposia, all panelists must register and attend the conference.

(continued on next page)

Call for Papers & Conferences [cont'd]



CONTINUED: Call for Papers: Africa Academy of Management Conference

Registration fees:

Members of AFAM: \$250.00

Non-members of AFAM: \$350.00

Authors are requested to assist in the review process. Submission guidelines at: <https://africa-aom.org>.

Submission Tracks:

Track 1: Entrepreneurship and Small Business (Chair: Dr. Benson Honig, bhonig@me.com)

The entrepreneurship and SME track welcomes both empirical and conceptual papers examining issues relating to sustainability in both entrepreneurial and family and small business research in Africa. Papers that are welcome include unique contributions related to incubation, nascent entrepreneurship, microcredit, ownership succession, incubation, microenterprise promotion and training, transnational entrepreneurship, and social entrepreneurship, as well as empirical and conceptual topics related to the sustainability of entrepreneurial activities in Africa not mentioned above.

Track 2: Organizational Behavior and Human Resource Management (Chair: Constant D. Beugre, cbeugre@desu.edu)

This combined track welcomes conceptual and empirical papers including all aspects of both organizational behavior and human resources management, preferably in an African context. For organizational behavior, areas of interests include but are not limited to: organizational effectiveness, group dynamics, motivation, leadership, change, decision making, organizational culture, organizational design, organizational justice, stress management, personality and perception. For human resources management, we seek papers in the areas of: compensation, performance appraisal, recruitment, selection, staffing, training, career development and management of human capital.

Track 3: Public Policy, Administration of Government, and Non-governmental Organizations (Chair: Dr. Elham Metwally, elhamkamal@gmail.com)

We encourage papers from academics, researchers, and professionals that investigate public and non-governmental organizations. The papers may address topics related to any of the following: Public governance; capacity building; public service quality; public management in complex environments; E-government; workplace democracy and public administration; education and training; public accountability; social enterprise in challenging environments and times; Third Sector or non-governmental organizations; stakeholder engagement; social capital; public entrepreneurship; public sector reforms; partnerships with the private sector. Studies of other areas not included here but which relate to management of public organizations and NGO are also encouraged.

Track 4: Strategy and International Management (Chair: Dr. Moses Acquah, acquah@uncg.edu)

The Strategy and International Management track welcomes conceptual and empirical papers that focus on all areas of strategy and international management in an African context both in the private and public sector; and a comparative analysis of the African context with other contexts of the world. For strategy, areas of interests include but are not limited to: business or competitive strategy formulation and implementation, strategic

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Call for Papers & Conferences [cont'd]



CONTINUED: Call for Papers: Africa Academy of Management Conference

planning, strategy-structure relationships, strategic leadership, innovation, corporate strategy in general, diversification and portfolio strategies, vertical integration and sourcing relationships, social capital and networking relationships, corporate governance, the resource-based view, knowledge management, industrial organization economics, acquisitions, strategic alliances and interorganizational relationships, technology and innovation management, composition and processes of top management teams, and strategic control and reward systems. Areas of interest for international management should focus on the theory, research, and practice of management with a cross-border or cross-cultural dimension. Topics should include but are not limited to: market entry strategy, cross-border alliances and cooperative strategies, the management of cross-border operations, the differential impact of cultural, social, economic, technological, political, and other institutional forces on cross-border operations, management practices and strategies, the international competitiveness of firms, industries, and nations; and comparative management studies involving two or more countries.

Track 5: General Management (Chair: Dr. Judy Muthuri, judy.muthuri@nottingham.ac.uk)

The General Management track welcomes conceptual and empirical papers that focus on general management including but not limited to the following topics: innovation and change management, corporate governance and accountability, sustainable decisions in organizations, and corporate social responsibility. The track welcomes papers with theoretical and practical insights into general management across all types of organizations operating in the African context. We particularly encourage papers that adopt a multi-disciplinary approach, and seek to integrate macro, meso and micro-levels of analysis.

PDW/Caucus (Chair: Dr. Amanuel Tekleab, atekleab@wayne.edu). Entries can be either a proposal for a structured discussion on a topic of common interest, or for a workshop. Proposals should be aimed at helping fellow attendees by providing a forum through which they can engage each other. Submissions should describe the activities, goals and time/equipment required.

Doctoral Consortium & Junior Faculty Consortium. (Chair: Dr. Augustine Lado, Alado@clarkson.edu)

These consortia are designed to provide ideas, tools, and strategies to be successful by drawing upon the experiences of senior faculty colleagues. Research in the early stages of development will also be considered to assist members improve their works for publication. Sessions will be structured as roundtable discussions to facilitate additional development and coaching. This is an excellent way for doctoral students to become involved in AFAM. These sessions will not appear in the proceedings.

Deadline for all submissions is June 30, 2013.



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)

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

Dr. Samuel Mafabi, Makerere Business School, Uganda (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?

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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).

Manuscripts are expected to follow the JMP submission guidelines:

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). 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), the JMP Administrator.

Reference page can be viewed at: http://www.emeraldinsight.com/products/journals/call_for_papers.htm?id=4367&PHPSESSID=6ujrrtean4qk64r4jriujuhs3





Call for Papers & Conferences [cont'd]

Group & Organization Management CALL FOR PROPOSALS Conceptual Issue

Proposals due: Sept 13, 2013

Group & Organization Management is pleased to announce that Professors Lucy Gilson (University of Connecticut) and Caren Goldberg (American University) will serve as Editors for the next *GOM* Conceptual Issue.

Accordingly, the Special Issue Editors would like to invite authors to submit proposals for the fourth *Group & Organization Management* Conceptual Issue. Articles for the Conceptual Issue are intended to be high-impact scholarly pieces based on extant developments in research literatures. This Conceptual Issue will consist of papers that offer more than just a summary of existing knowledge in a certain area. Beyond summarizing recent research, manuscripts should provide an integration of management literatures, offer an integrated framework, provide value added, and highlight directions for future inquiry. Papers are not expected to offer empirical data. Inter-disciplinary and/or multi-level insights on management and organizational processes are encouraged.

To be considered for the Special Conceptual Issue, **authors must first submit a proposal**. Proposals should contain 1500-1800 words (a figure and/or table can be added) and should provide sample references. References, figures, and tables do not count against the word count. All proposals will be subject to editorial review prior to requesting that they be developed into full papers. Full papers will NOT be considered at the proposal stage. Submissions will be evaluated on the following criteria:

- (a) Relevance. The proposed manuscript should thoroughly review a significant and important research area within the group and organizational management field.
- (b) Viability. The proposal demonstrates how the paper will be completed within the time frame below.
- (c) Scope of Interest. A proposal of broad interest to scholars in diverse research areas is preferred.
- (d) Organization and Coherence. The proposal follows a logical structure, reads clearly, and thoroughly represents the field of knowledge.
- (e) Conceptual Value Added. The proposal offers insights that go beyond a thorough summary of current literature.
- (f) Agenda for Future Research. The proposal conveys relevant implications for future research.

Authors must adhere to a stringent timeline. Relevant dates are as follows:

September 13, 2013: Proposal submission due date.

November 15, 2013: Final decision on proposal and initial feedback provided to authors.

May 9, 2014: First draft of paper due.

August 8, 2014: Feedback to authors on first draft.

November 7, 2014: Final paper submitted.

Proposals should be submitted as a single file to Lucy Gilson at lgilson@business.uconn.edu



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

Torkild Thanem, Stockholm University, tt@fek.su.se

Melissa Tyler, University of Essex, tyler@essex.ac.uk

Louise Wallenberg, Stockholm University, louise@fashion.su.se

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]

Call for Chapters: **Work and Family in the New Economy**

*Publish your research in Research in the Sociology of Work forthcoming volume:
“Work & Family in the New Economy.”*

Volume Editors: Samantha K. Ammons (University of Nebraska-Omaha, USA) and Erin L. Kelly (University of Minnesota, USA).

Submission Deadline: October 1, 2013

Background to this volume:

The 2014 volume will focus on innovative research that examines how the nature of paid work intersects with family and personal life today. Although some workers have more stability than others, rising income inequality, the continued rise of nonstandard work, further erosion of unions, technological advancements that encourage permeable boundaries between work and home, and the pressures of a global 24/7 economy generate an aura of insecurity for all.

Some workers are working long hours but have some control over when, where and how they work; many others are poorly compensated and struggle with underemployment, have little say over their schedules, lack adequate benefits, and must cobble together several jobs and/or rely heavily on kinship networks to make ends meet. These changes suggest the need for nuanced analyses that are sensitive to class variation in work conditions and to diverse family formations.

Research that addresses how current work conditions are experienced in different life courses stages and in different policy contexts is also needed to fully understand the work-family interface.

Why submit to this volume:

[A previous volume of Research in the Sociology of Work \(1999\)](#) addressing work-family research has been cited over 200 times. Since that volume's publication, the work-family field has grown enormously. We anticipate the new volume will help consolidate sociological research on and approaches to these topics.

The volume editors are planning to organize a session at the [2014 Work and Family Research Network conference](#) that showcases the manuscripts that have been chosen for inclusion. Additionally, authors will be invited to participate in virtual discussions of their research to facilitate networking and learning from each others' work.

Areas of focus

We seek research that addresses the following areas:

- The effects of work conditions on families and on employees' health and well-being. Possible topics include the impact of work hours on household division of labor; the relationship of specific work conditions to workers' health behaviors; or the relationship between job insecurity and relationship quality.
- The effects of work conditions and work-family supports on careers and gender inequality. Possible topics include wage penalties associated with caregiving in specific organizational or occupational contexts; the dynamics of negotiating use of work-family policies in different settings; or the career pathways of caregivers.

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Call for Papers & Conferences [cont'd]

CONTINUED: Call for Chapters Work & Family in the New Economy

- How social location (e.g. race, gender, class, sexuality, parental status, age) affects how workers perceive and experience the work-family interface. Possible topics include intersectional analyses of work-family conflict; the distinctive challenges faced by caregivers who have received less attention in the literature (e.g. LGBT families, single parents, grandparents or siblings providing care); or the strategic responses of older workers.
- Analyses of public policies, workplace policies, or community-based interventions that attempt to ameliorate work-family conflict or promote work-family enrichment. Possible topics include unequal access to and use of work-family supports; the framing of work-family initiatives in different organizations; or quasi-experimental or experimental research that analyzes the effects of new policies or programs.

The research topics listed above are suggestive; we welcome all submissions that push the work-family field forward. By gathering together cutting-edge research in one place, this volume will be instrumental in shaping the next wave of work-family scholarship.

Information for submission:

Full papers should be submitted to Samantha K. Ammons at sammons@unomaha.edu by October 1, 2013.

- Papers can be up to 35 pages (double-spaced), including tables and references.
- All submissions should represent previously unpublished work.

Any questions may be directed to the editors at sammons@unomaha.edu or kelly101@umn.edu.



The International Journal of Human Resource Management

Publication details, including instructions for authors and subscription information:
<http://www.tandfonline.com/loi/rijh20>

Special Issue

Human resource management of international migrants

Submission Deadline: October 31, 2013

Special issue editors: Dr Akram Al Ariss and Dr Grace Chun Guo

Demographic changes such as ageing populations, decreasing birth rates, and skill shortages have encouraged international migration in most advanced and high potential economies (Carr, Inkson, & Thorn, 2005). In this regard, the significance of international migration to organizations has been increasingly recognized in the management literature (Zikic, Bonache, & Cerdin, 2010). Studies have focused on the problems that migrants face in the context of host country organizations such as discrimination and barriers to their full career development (Joerg, 2010; Cohen, Arnold, & O'Neill, 2011).

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Call for Papers & Conferences [cont'd]

CONTINUED: Call for Papers Human Resource Management of Migrants

Regardless of this research attention, human resource management (HRM) of international migrants remains under-researched (Al Ariss & Syed, 2011). For example, we know little about the role of change management, HR leadership, career management, organizational structures, and human resource management in the valuing of migrants' skills and experiences. Such HR issues are important to consider in ensuring better social and organizational opportunities for international migrants (Dickmann & Baruch, 2010).

We are interested in papers that illuminate contemporary and future key HRM developments in the context of international migration. Specifically, the various factors that shape and could improve the situation of international migrants in organizations and societies. These factors include (non-exhaustive list) global and national employment regulations concerning the flows of migration (Healy & Oikelome, 2007); business sectors and corporations in countries of origin/destination and their need for a workforce; migrants' career choices and outcomes (Cooke, 2007; Crowley-Henry, 2012); diversity management of international migrants in terms of religion, ethnicity, gender, and age, among other characteristics. It should also be taken into consideration that migrants' international mobility can be undertaken on a temporary or permanent basis (Andresen *et al.*, 2012), and that migrants can be either skilled or unskilled. Such factors need to be accounted for in tailoring successful organizational HRM policies and practices.

Papers from different geographic regions/ areas are strongly encouraged. Papers could explore transverse research questions from cross-national comparative and interdisciplinary perspectives but the key focus should remain on topics related to management and organizations. Contributions can use different methodologies and are encouraged to bring comparative country perspectives. Papers need to bring strong theoretical contributions and to create a bridge with HRM practices. Research questions include:

- What dimensions of migration are emerging in human resource management? How and with what implications to businesses and to HR practitioners?
- In terms of HRM, what can be learned from cross-national comparisons of migration policies and practices at the societal, organizational, and individual levels? What are the challenges and what are the remedies to address them?
- How can institutions and organizations offer support, in terms of HR practices such as recruitment, selection, and employee retention, for migrants to succeed in their careers?
- What is the role of leaders in organizations, governments, NGOs, and international institutions, in shaping the talent management of migrants? How does this affect local and international HRM practices?
- How can human resource tools such as staffing, development, appraisal, rewards, and communication enable and empower migrants in organizations?
- How do HR leaders understand employee engagement, workplace democracy, and employee participation in the context of their migrant workforce?
- How can strategic HRM contribute to combating discrimination against migrants and to better valuing and managing their human capital?
- What can be learned from expatriation studies with regard to understanding HRM of international migrants?
- What new human resource theoretical frameworks and concepts would be useful in recognizing the complexity of international migration?

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Call for Papers & Conferences [cont'd]

CONTINUED: *Call for Papers Human Resource Management of Migrants*

Important deadlines:

31 October 2013: Submission of full papers for refereeing.
2014: Journal volume published.

Guest editors:

Professor Akram Al Ariss, Université de Toulouse, Toulouse Business School, France
Email: info@akramalariss.com;

Dr Grace Chun Guo, John F. Welch College of Business, Sacred Heart University, USA.
Email: chun-guog@sacredheart.edu

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Call for Papers & Conferences [cont'd]



CALL FOR PAPERS AMERICAN BEHAVIORAL SCIENTIST

“Multiculturalism during Challenging Times”

**Editors: Eddy Ng, Dalhousie University
Regine Bendl, WU Vienna
Irene Bloemraad, University of California, Berkeley**

Deadline for submission: November 30, 2013

Since the events of September 11, 2001, there has been a shift in the attitudes towards immigration and multiculturalism. In Germany, Chancellor Angela Merkel has declared that “multiculturalism... has utterly failed.” Likewise, the UK is moving towards “post-multiculturalism” as a way forward to foster social cohesion and promote assimilation and a common identity. The premise behind the post-multiculturalism/anti-immigration movement is that multiculturalism is not working, and new public policies and programs are needed to move beyond multiculturalism.

The purpose of this special issue is to provide a forum for debate/consideration of the current experience with multiculturalism from different countries and regions around the world, at the local level, in organizations, and in terms of national and regional integration trends. The focus on multicultural experiences across countries highlights the significance of context in shaping conceptualizations and approaches to multiculturalism. We invite conceptual, review, and empirical papers that examine whether multicultural has “utterly failed,” as well as, if there are some successes, whether public policies could be enacted to change the public opinion and negative attitudes towards multiculturalism. In the face of the multicultural backlash, what are the consequences for inclusion policies in these countries and elsewhere? And what about emerging economies or post-colonial countries and their approaches to multiculturalism and diversity? In the context of “Astronauts” who shuttle back and forth between countries, the phenomenon of ‘brain circulation’ or even intra-EU mobility, do migrants “remit” practices and philosophies about diversity and multiculturalism to their country of origin? Do countries undergoing rapid economic development and democratization embrace multiculturalism as a symbol of modernity, or do they worry about diversity undermining social cohesion? We are also interested in papers that explore ways in which multiculturalism could serve to benefit organizations, nations, communities, and societies, including the immigrants’ countries of origin.

The following are some questions that the editors consider relevant to the special issue, although this list is by no means exhaustive.

- What is multiculturalism, what are the goals of multiculturalism, and why is it important?
- Has multiculturalism failed to work? It is the beginning or the end?
- How are practices and policies of multiculturalism instituted in different countries, or in different organizations and institutions within the same country or across countries
- What are some challenges for multiculturalism in the 21st century? Where are we, and where are we going?

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Call for Papers & Conferences [cont'd]



CONTINUED: *Call for Papers Multiculturalism during Challenging Times*

- If multiculturalism is not working, what can be done to foster greater tolerance and inclusion among organizations and societies dealing with diverse memberships, workplaces and communities?
- What are the implications of multiculturalism for representative bureaucracy and civil society?
- How does multiculturalism determine national cultures? How ready are countries and organizations to embrace multiculturalism?
- In which contexts is multiculturalism reproduced across localities, in which ways, and with what effects? What determines good multicultural practices in which context?
- When and why are multicultural policies implemented, and who promotes them?
- How can multiculturalism contribute to organizations, communities, and societies?
- How does multiculturalism influence development and nation building (e.g., sustainability, subsistence economies)?

Deadline for submission: November 30, 2013

All manuscripts must be based on original material and must not be under consideration by any other journal. Manuscripts should include authors' names, affiliations, and appropriate contact information on the title page. Abstracts should be no longer than 250 words. Manuscripts should conform to the journal guidelines of *American Behavioral Scientist* (<http://abs.sagepub.com/>). Please direct all inquiries and submissions to edng@dal.ca.

About the Editors

Eddy Ng is an Associate Professor at Dalhousie University, Canada. His research focuses on employment equity and affirmative action, managing diversity for organizational competitiveness, and career issues for women, minorities, older workers, and the millennial generation. He has served as Chair for the Gender and Diversity in Organizations Division of the Administrative Sciences Association of Canada. His co-edited book (with S. Lyons and L. Schweitzer), *Managing the New Workforce: International Perspectives on the Millennial Generation* (Edward Elgar) was recently published in December 2012.

Regine Bendl is an Associate Professor at Vienna University of Economics and Business (WU Vienna), Austria. She does research on Gender and Diversity Management and (Gender) Subtext in Organization Theory. She has published refereed articles and books and received several awards. She is editor of *Equality, Diversity and Inclusion – an International Journal* and of *Diversitas – Zeitschrift für Managing Diversity und Diversity Studies*. Together with Inge Bleijenbergh, Elina Henttonen and Albert Mills she is currently editing the Oxford Handbook on Diversity in Organizations (forthcoming 2014). She is President of the Austrian Society for Diversity (ASD).

Irene Bloemraad is Associate Professor, Sociology and the Thomas Garden Barnes Chair of Canadian Studies at the University of California, Berkeley. She is also a Scholar with the Canadian Institute for Advanced Research. Her research examines the intersection of immigration and politics, with emphasis on citizenship, immigrants' political and civic participation, and multiculturalism. In addition to articles published in journals spanning the fields of sociology, political science, history and ethnic/ migration studies, she has authored or co-edited *Rallying for Immigrant Rights* (2011), *Civic Hopes and Political Realities* (2008) and *Becoming a Citizen* (2006).



Call for Papers & Conferences [cont'd]

Special issue call for papers from *Equality, Diversity and Inclusion*
**Working Effectively Across Differences –
 at the Individual, Team and Organizational Levels**

**Editors: Ruth Bernstein, Pacific Lutheran University (bernstrs@plu.edu),
 Diana Bilimoria, Case Western University (diana.bilimoria@case.edu),
 Marcy Crary, Bentley University (LCRARY@bentley.edu)**

Deadline for submission of full papers: November 30, 2013

As our world and workplaces become increasingly diverse and global, research is needed to identify how individuals, teams and organizations may best learn from and attain the benefits of social identity differences. In this special issue of EDI, we invite empirical research articles that help us understand how people build their capacities to work effectively across differences in the workplace – as individuals, in work groups, and in organizations as a whole.

We anticipate that through this special edition we will further the understanding of how diverse perspectives and practices are included and enacted. We are interested in exploring qualitative or quantitative data-based empirical research around competencies, practices, and behaviors at the individual, group/team, or organizational level that contribute to the successful practical outcomes in working within a diverse environment.

Focus on the Individual Working from Dominant Identity Positions

Focusing on individuals as leaders and managers in organizations, we are particularly interested in how people learn to build high quality, cross-identity work relationships when they are working out of one of their own dominant group identities. Within the complexity of our multiple, intersecting identities, it can be hard to stay aware of dominant identities and how they shape our experiences and perspectives and abilities to effectively engage across identities in work situations (Debebe and Reinert, 2012). How do individuals change their mindsets, move out of their “established habits of mind” (Kegan 1994) and develop useful strategies, perspectives for more authentic engagement in their cross-identity work relationships? Within our dominant group identities how do we learn to develop our “desired work selves” that Ibarra describes in her work (Ibarra, 1999) and develop positive relationships across identity differences (Davidson and James, 2007).

From empirical research, what data do we have to help us understand these kinds of identity challenges in the workplace? Some examples of individual-level questions that might be addressed in the special issue include:

- How do people learn to optimally engage in cross-identity work relationships when they experience “identity abrasions” (Ely, Meyerson and Davidson, 2006) or “stereotype threats” (Roberson and Kulik, 2007) in these relationships?
- Moving beyond the “protective hesitation” that Thomas describes in “The Truth about Mentoring Minorities: Race Matters” (HBR 2001), how do people learn to work with the obstacles (interpersonal and intrapersonal) that may inhibit the development of satisfying mentor-mentee relationships?
- What kind of interpersonal, group and organizational environments help individuals build the experiences, strategies, skills that may enable them to do the requisite identity work for their personal and professional development? Are there environmental enablers, disablers?

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Call for Papers & Conferences [cont'd]

CONTINUED: Call for Papers Working Effectively Across Difference

Focus on Maximizing Diversity and Inclusion at the Group Level

In contemporary societies where ethnic diversity is increasing, individuals from different cultural backgrounds often coexist in a civil fashion and interact without expressed conflict. However, achieving the economic and social benefits of multicultural society requires more – a deep diversity (Harrison, Price, & Bell, 1998) characterized by intercultural learning (Ely & Thomas, 2001) and the skills to capitalize on cultural differences. A paradox exists where work groups and teams may build community, social capital, and trust (Putnam, 2000), and interethnic friendships (Briggs, 2007), yet, research additionally indicates that diversity in these contemporary communities often inhibits rather than promotes solidarity and social capital (among others: Bradshaw & Fredette, 2011; Putnam, 2007; Ostrower, 2007; Siciliano, 1996). The existence of this paradox suggests that we must continually seek additional understanding in how to create social capital that is sufficiently strong to bridge differences among diverse members, forming bonds that produce cross-cultural trust, learning, comfort and skill.

Some examples of group-level questions that might be addressed in the special issue include:

- How can groups intentionally foster deep-level diversity (Harrison, Price, & Bell, 1998) among its members?
- What kinds of practices promote or inhibit inclusion in diverse groups? How do trust, learning, comfort, and skill at the individual-level inform group-level diversity and inclusion?

Focus on Creating Organizational and Institutional Cultures of Inclusion

Focusing on the organizational level, we are particularly interested in how cultures of inclusion are created and maintained. What organizational practices facilitate the development of inclusive cultures that support sustained, supportive and productive work interactions among diverse members? What organizational level practices have worked well to support the development and maintenance of productive cross-identity work relationships?

Some examples of organizational-level questions that might be addressed in the special issue include:

- What organizational practices and systems foster inclusion of differences?
- What examples/case studies do we have of organizations that have embraced and valued differences?
- Under what conditions is inclusion more likely to be enabled at the organizational level?
- What are extant barriers/challenges to organizational inclusion and how have they been overcome?

Prospective contributors are welcome to engage with the guest editors before the submission date to discuss the suitability of their work for this publication. Please note that the submissions should be made through the Manuscript Central. Papers to be considered for this special issue should be submitted online via <http://mc.manuscriptcentral.com/edi> (selecting "Special Issue Paper" (Working Effectively Across Differences – at the Individual, Team and Organizational Levels) as the Manuscript Type).

More information on the Special Issue Call for Papers and references above is available at: http://www.emeraldinsight.com/products/journals/call_for_papers.htm?id=4414

GDO INFORMATION STREAM

AOM Connect Platform Change and GDO Listserv

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



The Academy of Management is beginning the process of changing the platform for AOM Connect, the Academy's social networking website. AOM has heard the responses from members that the system can be difficult to use-but, also that the community is useful and is worthwhile to continue. AOM has researched community technologies and are working with a provider to build a community to meet AOM members' needs. AOM Connect will continue through June 30th, with the new platform anticipated to be launched this summer of 2013.

FAQ - AOM Connect Platform Change

1) Why is the platform being moved?

We aim to bring members the best ways to connect and collaborate. We have heard from members that our current platform is slow and becomes difficult to navigate. We are moving the platform to one which we have more direct control over to be able to bring the best member experience.

2) When will the change take place?

The current AOM Connect will remain available at <http://connect.aomonline.org> through June 30, 2013. We anticipate a summer 2013 launch of the new AOM Connect. There will be an announcement made to members through email, on our website and through our social media as a date is finalized.

3) Will there be beta testing?

Yes, we will go through various stages of testing to ensure the community works as we envision. We anticipate ongoing improvements to the community over time after launch as well. Any members who wish to take part in beta testing before the official launch may contact sfernandez@pace.edu for early access consideration.

4) What content will be moved from the existing platform?

We will move as much content as possible from the existing platform. Our primary focus will center on active group content and resources as well as extended member profile information. An archive of other content such as inactive group content, member status updates and resources not associated with a group will be made. Private inbox messages and networks will not be moved.

The information regarding AOM Connect was provided by:

Susan Fernandez

Marketing and Social Media Specialist

Academy of Management at Pace University

Email : <mailto:sfernandez@pace.edu>

GDO Listserv

A great way to stay connected is the GDO Listserv. This article informs new GDO members of available communication tools; provides further understanding for existing GDO members; and, encourages participation from all!

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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?



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

GDO Information Stream [cont.]

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 -Listsers has 816 members, having grown by 30% in the past three 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=I>
Enter your email address and name, then click "Join GDO-L".

OR

Go to www.aonline.org, select the **"People and Communities"** bubble at the top of the page, then select **"Listsers"** from the menu on the left, which lists AOM Listsers. 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?

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

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

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

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.

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, awards, honors or promotions, or memorial announcements for those we have lost, please send them in—we would love to hear from you!

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

Incoming Newsletter Editor: Payal Kumar at payalk1@gmail.com