



# Gender and Diversity in Organizations (GDO)

SPRING 2014 NEWSLETTER

Volume XVI, Issue 2

## Report from the Division Chair

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### Greetings GDO colleagues,

I am looking forward to welcoming members of GDO from around the world to the City of Brotherly Love—Philadelphia, Pennsylvania. GDO's Division Officers and Executive Committee have been hard at work crafting an exciting set of sessions and activities for your attendance on this one occasion in the year where we convene. Most of the GDO sessions will take place in the Loews Philadelphia Hotel. Please register for the conference and book your hotel reservations now at <http://aom.org/annualmeeting/housing/>.

This edition of the GDO Newsletter offers a lens to view the highlights of the upcoming program sessions and activities. Our Program Chair, **Lisa Niishi**, and Professional Development Workshop (PDW) Chair, **Doug Creed**, provide information about the program in their columns. Thanks to Lisa and Doug for the work that they have done in creating an engaging program for you. Below I mention a few of the sessions that I believe you will enjoy and won't want to miss:



#### Division Chair

Stacy Blake-Beard,

Simmons College

[stacy.blakebeard@simmons.edu](mailto:stacy.blakebeard@simmons.edu)

### GDO Junior Faculty & Doctoral Student Consortia

Our Junior Faculty Consortium will be on Friday August 1, 8:00 am—12:30 pm (Loews Philadelphia Hotel, Anthony Room); the Doctoral Student Consortium will occur on Saturday August 2, 8:30 am—2:30 pm (Loews Philadelphia Hotel, Congress Room C). Both meetings provide opportunities for participants to gain access to critical strategies and opportunities in research and teaching, as well as space for networking with one another and members of GDO who are participating as presenters and facilitators. We appreciate the hard work and collaborative efforts of **Donna Blancero** and **Susan Vinnicombe** in organizing the Junior Faculty Consortium and **Caren Goldberg** and **Orlando Richard** in organizing the Doctoral Student Consortium. Registration is required for both consortia.

### GDO Pre-Conference Social Hour

Friday, August 1, 6:00 pm—7:30 pm, Loews Philadelphia Hotel, Parlor I. This social hour provides the perfect setting to reunite with old friends and to make new ones over tasty food and drinks. We especially welcome International and New Members to use this reception as a launching space for their participation in the AOM meeting.

### GDO Welcome Breakfast

Monday, August 4, 8:00 am—9:00 am, Loews Philadelphia Hotel, Penn Room. This breakfast offers an opportunity to start your scholarly program in the company of colleagues with a quick and nourishing meal.

*(Continued on next page)*



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

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

### **GDO Business Meeting**

Monday, August 4, 6:00 pm—7:00 pm, Loews Philadelphia Hotel, Lescaze Room. You are invited to the GDO Business meeting, which serves an important function within the division. In this meeting, we review activities of the past year, share new developments, announce the recipients of division awards and pass the leadership torch to the incoming cadre of division leaders.

### **GDO Social Hour.**

Monday, August 4, 7:00 pm—9:00 pm. Loews Philadelphia Hotel, Howe Room. This reception is one of the highlights of the GDO Program; it is at this gathering that members, old and new, gather to connect. Please join us to celebrate the hard work and accomplishments of your fellow AOM members.

I offer my sincere appreciation to the individuals who have chaired and coordinated our Division committees. These members have gone over and above the call of duty in their willingness to work throughout the year on behalf of GDO. Thank you to the following members:

Doctoral Student Consortium – **Caren Goldberg, Orlando Richard**

Junior Faculty Consortium – **Donna Blancero, Susan Vinnicombe**

Membership Committee – **Donna Blancero**

International Committee – **Laquita Blockson, Vasanthi Srinivasan**

Media Relations Committee – **Eden King**

Fundraising Committee – **Charmine Hartel, Beth Livingston**

Division Sponsorship Committee – **Derek Avery, Beth Livingston**

Scholarly Contributions to Management Lifetime Award – **David Kravitz**

Scholarly Contributions to Educational Practices Advancing Women in Leadership –

**Lynda Moore, Patricia Deyton**

Janet Chusmir Lifetime Service Award – **Derek Avery, Isabel Metz**

Dorothy Harlow Best Conference Paper Award – **Gayle Baugh, Lisa Leslie**

Best Conference Paper Based on a Dissertation Award – **Myrtle Bell**

Best Student Conference Paper Award – **Corinne Post**

Faculty Transnational Research Best Conference Paper Award – **Lynn Shore**

Student Transnational Research Best Conference Paper Award – **Jennifer Berdahl**

Saroj Parasuraman Award for Outstanding GDO Publication – **Maura Belliveau**

I also extend my thanks to the executive committee members and GDO members who sat on these committees, volunteering to carry out the work of the division. I recognize the specialized work that a number of our GDO officers do to keep the division up and running. Thank you to our GDO Newsletter team: Editor, **Payal Kumar** and Associate Editor, **Ranjna Patel**; our Treasurer, **Beth Livingston**; our Secretary, **Rebecca Portnoy**; our Listserv Manager, **Sanjee Perera**; and our Website Team: **Janet Barnes-Farrell** and **David Kaplan**.

The past year as Division Chair has been an incredible experience. It has been both a pleasure and an honor to lead the division that has been my AOM home for over 20 years. I am grateful for the generous spirit and hard work of the members of the Executive Committee; I also appreciate the many GDO members who have volunteered for the division in numerous capacities, including reviewing and serving on committees. I am looking forward to seeing and meeting as many of you as possible when we convene in Philadelphia. Until then, please feel free to reach out to me if you have questions, concerns or ideas you want to share about any component of the GDO Division.

**Stacy Blake-Beard,**

GDO Division Chair

Simmons College School of Management

stacy.blakebeard@simmons.edu



## Report from the Program Chair

**Dear GDO Colleagues,**

Can you believe it? It's already that time of year to begin planning your schedule for the annual AOM conference! We have another fantastic GDO program to present to you, and are excited to do so in Philadelphia, the birthplace of democratic ideals. We have a wonderful diversity of scholarly sessions this year, spanning multiple levels of analysis, methodological approaches, dimensions of diversity, and geographic foci. We also have a FANTASTIC plenary session – **"The Power of Words: A Conversation with Chief Diversity Officers"** – planned for Monday, August 4<sup>th</sup>, from 3:00 – 4:30 pm in Lowes Philadelphia Hotel, Regency Ballroom B.

We've assembled a distinguished panel of Chief Diversity Officers (CDO) from four Fortune 100 companies who will share their views related to this year's conference theme. In particular, we will discuss issues related to the power that the "Best Company for X" lists have in influencing both the practice of Diversity and Inclusion and the expectations held by applicants and employees.

For example, I've witnessed that winning these awards can have both positive and negative implications for companies. While winning these awards can help organizations to attract high quality talent, they can also raise expectations among employees or make them more likely to scrutinize whether the public espousal of their organization's diversity efforts align with their personal experiences within the company.

We will have a chance to discuss issues such as this, as well as the CDO's perspectives about whether the criteria or foci of these lists need to evolve in order to advance the practice of diversity and inclusion. We invite you to join us for this session to welcome our guests and to take advantage of this rare opportunity to engage in a conversation with these cutting edge leaders about our shared passion for diversity and inclusion.

Although we have a wealth of great sessions on the program this year, I would also like to draw your attention to four SHOWCASE SYMPOSIA:

- Breaking into the Upper Echelons: How Women Get There, Succeed, and Pave the Way for Others (Session #817; Monday, 8/4, 8:00-9:30AM in Sheraton Hotel, Independence B)
- The Manifestations of Social Class in Organizational Life (Session #1582; Tuesday, 8/5, 9:45-11:15AM in Loews Hotel, Washington Room B)
- Organizational Dynamics of Workplace Flexibility: Contextual, Change, & Multi-level Linkages (Session #1795; Tuesday, 8/5, 1:15-2:45PM in Loews Hotel, Commonwealth B)
- Navigating the Labyrinth: Examining the Importance of Context and Stereotypes in Gender Research (Session #1890; Tuesday, 8/5, 3:00-4:30PM in Loews Hotel, Parlor 1)



**Program Chair**  
Lisa Nishii  
Cornell University  
[Lhn5@cornell.edu](mailto:Lhn5@cornell.edu)

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

In addition, three GDO symposia were selected as ALL-ACADEMY THEME SYMPOSIA. Be sure to check these out too:

- ◆ Advancing Research on Discrimination: The Contextual Meanings and Effects of the Word “Disability” (Session #618; Sunday, 8/3, 1:00-2:30PM in Pennsylvania Convention Center Room 103C)
- ◆ Research and Interventions for Empowering Members of Historically Disadvantaged Groups (Session #672; Sunday, 8/3, 2:45-4:15PM in Pennsylvania Convention Center Room 103C)
- ◆ Construals of “Diversity”: Examining Frameworks for Justifying, Defining, and Perceiving Diversity (Session #732; Sunday, 8/3, 4:30-6:00PM in Pennsylvania Convention Center Room 103C)

Finally, I hope that you will come to our various social events to catch up with old friends and make new ones. We have a number of events planned throughout the course of the time we have together in Philadelphia. They are:

- ◇ GDO Pre-Conference Social Hour (Friday, 8/1, 6:00-7:30PM in Loews Hotel, Parlor I)
- ◇ GDO Welcome Breakfast (Monday, 8/4, 8:00-9:00AM in Loews Hotel, Penn Room)
- ◇ GDO Business Meeting (Monday, 8/4, 6:00-7:00PM in Loews Hotel, Lescaze Room)
- ◇ GDO Social Hour (Monday, 8/4, 7:00-9:00PM in Loews Hotel, Howe Room)

We encourage you to visit the online program (<http://program.aom.org/2014/>) to begin creating your customized program so that you don't miss out on any of the great sessions being offered this year. We plan on posting updates about the scholarly program on the GDO Listserv, so please be on the look-out for emails from us.

I'd like to take this opportunity to thank all of you who volunteered your precious time to help the division by reviewing, serving on award committees, and volunteering to be session chairs and discussants. Needless to say, we could not have done any of this without you. THANK YOU!!

I look forward to seeing all of you soon, in Philadelphia.

**Lisa H. Nishii**  
Program Chair for the GDO Division  
Cornell University  
([lh5@cornell.edu](mailto:lh5@cornell.edu))

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

***The online program can be found at:***

***<http://program.aom.org/2014/>***  
.....

*If you have not already done so, be sure to register for the 2014 AOM Annual Meeting in Philadelphia by visiting:*  
<http://aom.org/annualmeeting/registration/register/>



## Report from the PDW Chair

### Dear Members and Friends of GDO

As I commented in an earlier newsletter, we have an embarrassment of riches when it comes to the 2014 GDO Professional Development Workshop (PDW) program. Here are some thumbnails of the GDO program.

### Friday, August 1, 2014:

**The Junior Faculty Consortium:** Thank you to organizers Donna Maria Blancero and Susan Vinnicombe for putting together a wonderful slate of presenters for the program this year. The goal of the JFC is to support pre-tenure members of GDO by providing opportunities for them to discuss such concerns as preparing for and navigating the tenure process, managing work/life issues, handling the demands of junior faculty roles, forging successful research strategies, and mastering the pedagogical skills for teaching diversity topics. It also provides networking opportunities.

(Friday at 8:00-12:30, pre-registration required).

**Publishing Diversity Research Workshop:** This popular workshop is back thanks to the efforts of organizer Raymond Trau and co-chairs Belle Rose Ragins and Robin Ely. This workshop is designed to cultivate participant's ability to conduct high quality research and publish in refereed journals by providing opportunities to meet and network with senior scholars. This can lead to longer-term developmental and mentoring relationships. Junior scholars who wish to have their manuscripts reviewed submit them in advance. Accepted manuscripts are sent to two reviewers who will provide feedback at lively roundtable sessions. The list of participating reviewers will knock your socks off!

(Friday, 12:30-3:30, pre-registration required).

**Beyond Balance: Managing Prescribed Role Identities in Motherhood and Academia:** Co-organizers Madeline Toubiana and Luciana Turchick-Hakak bring together an impressive list of scholars to consider how people who are new to two competing roles – mother and academic – go about acquiring these roles. Presenters will share both their scholarship on and their personal experiences with the strategies and forms of identify work entailed in combining these roles. This PDW is designed to assist early career scholars handle the challenges so they can succeed in these dual roles. (Friday, 8:30-10:00).

**Developing Women Leaders: Sharing Teaching and Learning Practice:** The all-star list of presenters is too long to include here, but it is an amazing line-up of people who want to share practices and teaching materials to enhance women's leadership programs at the undergraduate, graduate, and executive education levels.

(Friday, 1:00-3:00, pre-registration required).

**The Power of Words in our Business School Curriculum: Who Gets Seen and Heard:** Coordinated by Danna Greenberg, this workshop combines presentations by noted scholars, followed by roundtable discussions. Its goal is to explore how our pedagogy and the business school context may be privileging one voice over another through considering "how race, gender, and ethnicity may affect whose voice is heard, how conversations transpire, and students overall development as leaders." (Friday, 3:30-5:30).



### PDW Chair

Doug Creed

University of

Rhode Island

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## Report from the PDW Chair (cont'd)

**Saturday, August 2, 2014:**

**The GDO Doctoral Consortium:** This year, thanks to the hard work of Caren Goldberg and Orlando Richard, the consortium offers an exciting mix of panels and activities. Topics will range from what editors look for when making publishing decisions, to how to leverage research through grant writing and managing service obligations. Topping it off, student participants will be matched with senior scholars for a mentor lunch.

(Saturday, 8:30-2:30, pre-registration required).

**Wordplays of the Self: Narrative, Discourse, Power, and the Hard Work of Identity.** Suzanne Gagnon and Pushkala Prasad have put together a fascinating workshop that focuses on *collective* and *embodied* identities relating to gender, class, life-stage, caste, religion, nationality and ethnicity. This workshop, like many in our line-up, resonates with the conference theme of the power of words, narratives and discourses, as it considers the active production and reproduction of identities within matrices of power and subjectification.

(Saturday, 11:15-1:15).

**Questions of Inequality: Gender, Race, Class ... Intersectionality and Beyond.**

Given how much increasing inequality has been in the news, no PDW could be more timely than this extraordinary offering organized by Marta Calas and Linda Smircich. The team of scholars joining them is exceptional: Barbara Grey, Jennifer Kish-Gephardt, Maureen Scully, Patrizia Zononi, Stella Nkomo, and Banu Özkazancı-Pan. Designed as a tutorial, this workshop will problematize how meritocratic ideology normalizes and ingrains the reproduction of inequality in organization. It will also introduce alternative perspectives and methodologies for researching how the processes of gendering, racializing, and classing intersect and work to make inequality and its associated power relations seem natural and inevitable.

(Saturday, 1:00-4:00, pre-registration required).

**Implementing Collective Impact in Business: Challenges, Opportunities for Diversity & Inclusion.** Coordinated by Katherine Giscombe and Lisa Whitten, this workshop will provide an opportunity to learn more about “collective impact” (CI). CI refers to type of collaborative strategizing gaining ground among NGOs and non-profits that are focused on broad scale social change. Its defining characteristics are that collaborating organizations: share an agenda; engage in mutually reinforcing activities; communicate on a continuous basis; work with a separate backbone organization that coordinates collaborators’ activities; and share common metrics to align efforts.

(Saturday, 2:45-4:45).

What excites me about this program is that so many of the workshops complement each other in wonderful ways -- power and inequality, voice and identity, women’s leadership and collective impact. It is going to be great! Thank you again to all of the organizers and contributors whose creativity and hard work have made a program of this quality possible. Mark your calendars, buy your tickets, and remember to pre-register if it is required. I look forward to seeing you in Philadelphia.

**Doug Creed,**

PWD Chair for the GDO Division

University of Rhode Island

(creedatgdo@gmail.com)



## Report from the Division Chair-Elect

One of the crucial activities underpinning a highly professional GDO program is fundraising. Our sponsors provide the means to formally recognize exceptional scholarship, service and teaching. Their support is also essential to provide for high quality catering and audio-visual at our receptions and special events, such as the industry plenary introduced last year. The relationship with our sponsors is symbiotic, with sponsors able to demonstrate they share GDO's vision regarding diversity and inclusion and their commitment to education and research based practice.

As Division Chair-Elect, fundraising falls under my bailiwick. Members of the Executive are provided with a template letter to approach their dean seeking school sponsorship. Additionally, in my role as Fundraising Chair, I approach various publishers and organizations outlaying the different types of sponsorship opportunities available and the mutual benefits. Already, we have received a considerable number of sponsorship commitments from various organizations, which we gratefully acknowledge:

- ◇ Greenleaf Publishing
- ◇ McGraw Hill
- ◇ Elgar Publishing
- ◇ Cambridge University Press
- ◇ Sage Publications
- ◇ University of Toronto's Rotman School of Management
- ◇ University of Queensland's Management Cluster
- ◇ University of British Columbia's Sauder School of Business
- ◇ Center for Gender in Organizations at Simmons College
- ◇ Melbourne Business School
- ◇ University of Nebraska
- ◇ Cranfield University
- ◇ Lehigh University
- ◇ Cornell University
- ◇ University of Texas at Dallas
- ◇ University of Rhode Island

It is still not too late to contribute to the 2014 GDO program. If you are aware of any organization that may be interested in sponsorship or would like to learn more about what sponsorship opportunities are available, please let me know as soon as possible.

In closing, I would like to reiterate my gratitude for the schools and organizations who continue to sponsor GDO activities as well as to welcome our new sponsors. It is your support that ensures the sustainability of delivering a high quality program at our annual conference.

On behalf of GDO, I sincerely thank you for your contributions and look forward to your continuing support.

**Charmine E. J. Härtel,**  
 Division Chair-Elect for the GDO division  
 The University of Queensland (Brisbane, Australia)  
[C.hartel@business.uq.edu.au](mailto:C.hartel@business.uq.edu.au)



**Division Chair-Elect**  
 Charmine Härtel  
 University of Queensland  
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## Treasurer's report

	Fiscal Year 2013	Fiscal Year 2014
End of prior year balance	\$24,326.10	\$17,103.41
Division allocation	\$13,909.00	\$14,162.00
Annual operating funds available	\$38,235.10	\$31,265.41

\*note: \$7000 of the 2013 balance forward consisted of 2013 donations paid for at the end of the year 2012.

Our total operating expense for 2013 was **\$25,656.69**. Orlando was relatively expensive.

The budgeting for 2014 F&B (our largest expense at the conference) will take place shortly.

Below is a detailed presentation of our expenses in 2013. Hopefully this information will be valuable as we continue to discuss our 2014 budget and our needs going forward.

Expense Category	2013
Audio Visual	\$132.00
Awards	\$3,120.90
Bank fees	\$0.00
Contributions expense (to fund the New Doctoral Student Consortium)	\$150.00
Endowments	\$0.00
Entertainment	\$0.00
Expense Other	\$0.00
Expense Reimbursement	\$0.00
Food & Beverage	\$22,163.82
Gifts	\$0.00
Personnel/computer services	\$0.00
Postage & Delivery	\$0.00
Printing/production/copying	\$89.97
Professional development	\$0.00
Space rental	\$0.00
Supplies/office computer	\$0.00
Transportation	\$0.00
Travel	\$0.00
<b>Total Expense</b>	<b>\$25,656.69</b>

Last year we had six major events that required catering/F&B budgeting (and another that required AV costs):

1. Junior faculty consortium
2. Pre-conference/international social
3. Doctoral consortium
4. Main reception
5. Welcome breakfast
6. Plenary session
7. Publishing diversity research (AV costs only)

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## Treasurer's report [cont'd]

Last year, the pre-conference/international social was a new event, and a sponsored event. Please note that last year was the first year that GDO did not host the LGBTQ Friends and Family social (which was always fully sponsored as well).

We have the following awards to distribute this year (sponsors included):

Award	Sponsor	Amount	Notes
Saroj Parasuraman Award	Greenleaf	\$500	Invoice sent.
Dorothy Harlow Best Paper	McGraw Hill	\$500	Invoice sent.
Best Student Conference Paper	Elgar Publishing	\$500 books	
Student Transnational Research	Cambridge University Press	\$500	Invoice sent.
Scholarly Contributions to Educational practice	Simmons College CGO	\$500	Payment received.
Scholarly contribution to management	Sage	\$250 books	
Janet Chusmir Service	Sage	\$250 books	
Best paper based on a dissertation	Sage	\$250 books	
Faculty Transnational Research	n/a	n/a	n/a

We have received the following donations (thanks to executive committee members!):

Award	Pledged	Received
Melbourne Business School	\$1000	Payment received.
Nebraska	\$1000	Payment received.
Simmons college	\$1000	Payment received.
U Queensland	\$500	Payment received.
Cranfield U	\$1000	Invoice sent.
Lehigh	\$1000	Invoice sent.
Rotman (U Toronto)	\$1000	Payment received.
Cornell ILR*	\$2500	Payment received.
Texas at Dallas	\$1000	Payment received.
U Rhode Island	\$500	Invoice sent.
Sauder School at UBC	\$1000	Invoice sent.
<b>Totals</b>	<b>\$11,500</b>	<b>\$8000</b>

\*This is earmarked as sponsorship for the Junior Faculty consortium.

In 2013, we had \$11,000 in university donations, including a \$5000 donation for the pre-conference/international social. We have now exceeded that total.

**Beth Livingston**

GDO treasurer for the GDO division  
Cornell university (bal93@cornell.edu)

## GDO ELECTION RESULTS



### *Officer and executive committee positions*

A special appreciation to our members who took the time to vote in the elections. The current members of the five-year officer sequence were all re-elected. Following the Academy meeting in August 2014, the Division Chair will be Charmine Hartel (University of Queensland), the Division Chair Elect will be Lisa Nishii (Cornell University), and the Program Chair will be W E Douglas Creed (University of Rhode Island). The Immediate Past Division Chair will be Stacy Blake-Beard (Simmons College). Patrick F. McKay (Rutgers University) was elected to the position of Division Program Chair Elect and PDW Chair. Congratulations Patrick!

We received a fantastic set of nominations for four positions of Executive Committee Representative-at-Large. In August 2014 the GDO Executive Committee will be joined by Oscar Holmes, IV (Rutgers University), Charlotte M. Karam (American University of Beirut), Lynn Offerman (George Washington University), and Rowena Ortiz-Walters (Quinnipiac University). Congratulations to all of them and we appreciate their willingness to commit their time and energy to the governance of the GDO Division.

Again, thank you for your participation!!

Sincerely,

**Gwendolyn M. Combs**

Immediate Past GDO Division-Chair

University of Nebraska-Lincoln

[gcombs2@unl.edu](mailto:gcombs2@unl.edu)

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

## GDO Division Seeks New Secretary

The GDO Secretary position is an important one within the division as this person works closely with the Division Chair and manages the communication and scheduling within the leadership of GDO.

The GDO Secretary works in several different capacities:

- ◇ Schedule Executive Committee (EC) meetings
- ◇ Compile agendas and documents in preparation for the meetings
- ◇ Take minutes for the 3-4 conference call meetings for the EC
- ◇ Take minutes at the EC meeting at the Academy of Management annual meeting
- ◇ Manage PPT slides at social events at the Academy of Management annual meeting
- ◇ Distribute minutes to the EC
- ◇ Maintain the EC and GDO Officer lists

Please contact Stacy Blake-Beard ([stacy.blakebeard@simmons.edu](mailto:stacy.blakebeard@simmons.edu)) for more information or to indicate your interest in the position. We look forward to hearing from you.



# AOM 2014 HIGHLIGHTS



## GDO Doctoral Consortium

*Now is the time for you or one of your students to register for the 2014 GDO Doctoral Consortium!*

If you are an advanced doctoral student with research interests in diversity, you will not want to miss the 2014 Doctoral Consortium, which will be held on Saturday, August 2, 2014, as part of the pre-conference program at the AOM meeting in Philadelphia, Pennsylvania.

This year, the consortium will include an exciting mix of panels and activities designed to provide doctoral students with a realistic preview of editor expectations, 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 mentor lunch.

*We hope you will take  
this opportunity to  
attend the GDO  
Doctoral Consortium.*

*Register early!!*

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 2014, with the intention of starting their faculty position in 2015.

**The deadline for applying to participate is July 15, 2014, 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).**

As some schools base funding availability on acceptance to the consortium, we encourage students whose funding is uncertain to apply before the deadline to ensure full consideration and a prompt notification of acceptance. 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;
- 3) Curriculum vitae.

Once participation has been approved, 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 Philadelphia, Pennsylvania!!

# AOM 2014 HIGHLIGHTS [cont'd]



## Junior Faculty Consortium

We are excited to announce **the third annual GDO Junior Faculty Consortium**, which will be offered at the 2014 AOM Meeting!

*Register for this event at your earliest opportunity!*

We encourage all junior faculty who are interested in GDO topics to join us for the Junior Faculty Consortium. It will be held primarily on Friday morning, August 1st, with additional workshops on Saturday.

We have a great mix of panels that include discussions on career considerations, starting/maintaining a productive research stream, and insight from editors of diversity friendly journals. It is an ideal opportunity to network with colleagues with similar interests, including other junior faculty as well as the senior faculty who will be on the panels. We encourage you to attend this consortium and be part of our community!

Faculty who are interested must register by June 30th by emailing the consortium chairs, Donna Maria Blancero ([dblancero@bentley.edu](mailto:dblancero@bentley.edu)) and Susan Vinnicombe ([s.m.vinnicombe@cranfield.ac.uk](mailto:s.m.vinnicombe@cranfield.ac.uk)). Please do not hesitate to send us emails asking for more information; we really would love to see both currently affiliated members as well as new people. Our panels will include a diverse group of individuals and we hope our junior faculty participants will as well.

Once registration is complete, we will be in contact with additional information including an opportunity for participants to submit questions in advance about any of the topics.

Looking forward to meeting junior faculty who have not yet been engaged with GDO, and also re-connecting with junior faculty who are already are involved with us. We expect Philadelphia to be an outstanding meeting!

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## AOM 2014 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 .*

### *Diversity & Inclusion Theme Committee*

The AOM 2014 Diversity & Inclusion Theme Committee (D&ITC) program should be of great interest to GDO members.

Be sure to check out the following programs:

#### **Let's Talk About Gender and Diversity, Let's Talk About You and Me *Talking Gender and Diversity***

Friday August 1, 2014, 10 am to 12 pm, Loews Philadelphia Hotel in Adams Room

The purpose of this workshop is to explore ways in which we can have open and safe dialogue and discourse on diversity in the classroom without perpetuating stereotypes and reinforcing biases among students of management. We aim to assist participants with: (1) developing pedagogical techniques that reduce or disabuse stereotypes to change attitudes and behaviors towards students who are different; (2) developing an inclusive curriculum by ensuring that the materials, readings and activities do not perpetuate stereotypes and reinforce status hierarchies, but rather, help reduce them; 3) creating a safe and inclusive climate in the classroom to encourage participation and dialogue by everyone; and (4) developing strategies to overcome resistance to discourses on diversity.

#### ***Diversity & Inclusion in the Academy: A Town Hall Meeting and Connections Cafe***

Saturday, August 1, 2:00-4:00pm and 4:15-5:45pm, Loews Philadelphia Hotel

Please join us as we build on past years' efforts to make the AOM more welcoming and inclusive to its members. At the highly interactive Town Hall session, the D&ITC leadership will share progress since last year's Town Hall. 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. Your input will allow us to work toward developing guidelines and tools for diversity and inclusion practices in AOM. Following the Town Hall, you are invited to connect with other members at our Connections Café social mixer.

#### ***Language of Inclusion (and Exclusion) at the AOM: An Interactive Workshop on the Power of Words***

Sunday, August 2, 11:15am–2:15pm, Pennsylvania Convention Center Room 120 B

This session builds on the mission of AOM's Diversity and Inclusion Theme Committee to provide learning and outreach opportunities across the Academy that foster a more diverse and inclusive Academy in which all members are involved in, and contribute to, its growth and success. In line with the conference theme, "The Power of Words," the goal of this session is to create an interactive dialogue to foster understanding of the ways in which language and its usage can create inclusion or exclusion.

The structure of the session brings together members of the DITC and three additional panelists to share personal experiences and perspectives regarding the power of language to create experiences of inclusion or exclusion in the Academy of Management.



## 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:----

#### **Grant Award**

**Ivona Hideg**, Ph.D. Assistant Professor of OB/HRM at the School of Business & Economics, Wilfrid Laurier University, Waterloo, Canada, received a grant from the Canadian Federal government for research in the GDO domain. She has received the Social Sciences and Humanities Research of Canada (SSHRC) Insight Grant for research on Double-Edged Sword of Benevolent Sexism: How Benevolent Sexist Attitudes Promote and Undermine Gender Diversity in the Workplace (\$114,604). (Principal Investigator: Ivona Hideg; Collaborator: D. Lance Ferris). Many congratulations!

#### **Honour**

Susan Mary Vinnicombe, OBE, Professor of Women and Leadership and Director, International Centre for Women Leaders, Cranfield University, was awarded a CBE (Commander of the British Empire) in the Queen's birthday honours list for her services to gender equality. A CBE is awarded by the Queen for a distinguished, innovative contribution in any area. Congratulations Susan!

#### **Research Award**

Jyotsna Bhatnagar, Associate Professor of HRM, Management Development Institute (MDI), was recently awarded the Excellence in Research Award at MDI, India.

### *Book Release Announcement*

#### ***Global Talent Management: Challenges, Strategies, and Opportunities***

By Al Ariss, A, 2014, Cham: Springer

This book bridges the research and practice of global talent management. It opens important theoretical and practical avenues to understand the concept internationally while focusing on developing and emerging countries. Chapters derive from various geographic regions and embrace cross-national, comparative, and interdisciplinary perspectives.

An open and inclusive approach is used in assessing the challenges of global talent management, strategies to overcome these challenges, and in charting opportunities for future talent management. These three dimensions are crucial to academic researchers and business practitioners for envisioning a positive future role of talent management in businesses and societies.

## Member Updates [cont'd]



Please let the  
Newsletter Editor  
know about your  
publications, awards &  
accomplishments!

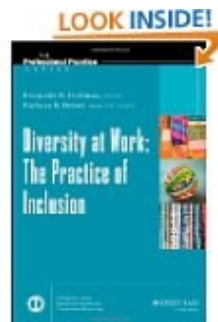
### Selected Publications

- ◆ Bhatnagar, J. 2014. Mediator analysis in the management of innovation in Indian Knowledge Workers: the role of perceived supervisor support, psychological contract, reward and recognition and turnover intention. *The International Journal of Human Resource Management*, 25: 10.
- ◆ Bhatnagar, J., Sharma, N., Gupta, Nakul,. 2013. The Indian Greenpreneur: Management of Frenemy Talent and Coopetition Richard Ivey School of Business, 9B13C028, *Harvard Business School*, W13372.
- ◆ Creed, W. E. D., Hudson, B.A., Okhuysen, G.A., & Smith-Crowe, K. Swimming in a Sea of Shame: Incorporating Emotion into Explanations of Institutional Reproduction and Change. *Academy of Management of Management Review*, July 2014, 39:275-301
- ◆ Creed, W. E. D., Dejordy, R., & Lok, J. 2014. Myths to Work by: Redemptive Self-narratives and Generative Agency for Organizational Change. In Paul Tracey, Nelson Phillips, and Michael Lounsbury (eds). *Research in the Sociology of Organizations: Religion and Organizational Theory*
- ◆ Leslie, L. M. (in press). A status-based multilevel model of ethnic diversity and work unit performance. *Journal of Management*

### Book Release Announcement

#### ***Diversity at Work: The Practice of Inclusion***

Bernardo M Ferdman (Editor) & Barbara R Deane (Associate Editor), Jossey Bass



This book outlines the key issues involved in framing, designing, and implementing inclusion initiatives for organizations and groups. It offers ideas for helping individuals develop competencies for inclusion. It shows how to apply the practices of inclusion and provides a unified model by employing diverse voices to address a range of related topics in multiple contexts. It also contains examples of how diversity and inclusion have worked in a variety of settings. The book includes information from topic experts, including internal and external change agents and academics.



## CALLS FOR PAPERS, BOOK CHAPTERS, AND CONFERENCES

*Call for papers in Cross-cultural Management: An International Journal*  
**Special issue on Cross-cultural and Comparative Diversity Management**

The submission deadline is December 1, 2014.

**Guest editors:** Alain Klarsfeld, Eddy Ng, Liza Castro-Christiansen, Bård Kuvaas

Globalization and increasing worker immigration have resulted in greater diversity around the world (Hyman, Klarsfeld, Ng, & Haq, 2012). To that end, organizations and employers are grappling with how best to manage an increasingly diversity workforce. Diversity management is both about helping different cultures (along with different genders, race/ethnicity, sexual orientations, religious beliefs, generations, abilities, etc.) co-exist within countries and organizations, and fostering culture changes at multiple levels (national, organizational, groups, individuals).

Although a lot has been written on diversity management from a national perspective (e.g., see Klarsfeld, 2010, on *Country Perspectives on Diversity and Equal Treatment*), very little comparative work has been undertaken to examine how diversity management policies and practices diffuse across different countries and organizations. For example, Klarsfeld, Ng, & Tatli (2012) reported distinct national differences in diversity management approaches among France, Canada, and the UK, but also noted similarities between the UK and France, and between the UK and Canada. Such comparisons provide valuable insights into understanding how globalization and external forces exerted by the industry, unions, and supranational policies play a key role in dictating how organizations and employers respond to changing demographics in the workplace.

Recent economic downturn and financial crises around the world also saw many western European nations such as France, Germany, and the UK retreating from multiculturalism, as a way to promote immigrant integration. Politicians and opponents of multiculturalism often cite failed immigrant integration at the socioeconomic, sociocultural, and political levels as reasons for such retreats (Heath & Dimevera, 2014; Koopmans, 2013). However, Ng and Metz (2014) demonstrated that multiculturalism and strategic tolerance have helped Canada and Australia foster national competitiveness and prosperity amidst changing demographics and an aging population. To that end, a comparative approach to studying multiculturalism can inform public policy and organizational decision makers on how to leverage the strengths of a diverse workforce to gain a competitive advantage in a global marketplace.

Additionally, Ng and Burke (2004) found that cultural values such individualism/collectivism, power distance, uncertainty avoidance, and masculinity/femininity play a role in predicting attitudes towards diversity and equality. However, it is unclear if these values also hold in predicting tolerance and acceptance of diversity in other non-Western countries and cultures. Thus, a cross-cultural study based on national values (such as Hofstede, GLOBE values) may have the potential to extend or understanding into the role of national cultures in the adoption of diversity management. We invite broad submissions for papers that examine diversity management from any dimension (genders, race/ethnicity, sexual orientations, religious beliefs, generations, abilities, etc.). Submissions may be conceptual or empirical, but must be cross-country or comparative in nature (i.e., two or more countries or regional).

*(continued on next page)*



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

All manuscripts will undergo a double-blind review process. Submissions should be between 6,000-9,000 words, including references, figures and tables, and follow the manuscript requirement outlined on the journal's website:

[http://www.emeraldgrouppublishing.com/products/journals/author\\_guidelines?id=ccm#10](http://www.emeraldgrouppublishing.com/products/journals/author_guidelines?id=ccm#10).

Please direct queries to: Professor Alain Klarsfeld, e-mail: [a.klarsfeld@tbs-education.fr](mailto:a.klarsfeld@tbs-education.fr).

### *Call to contribute a book chapter on: Gender Equality as a Challenge for Business and Management Education*

Deadline for abstracts: 1 September 2014

Editors: Patricia M. Flynn, Bentley University ([pflynn@bentley.edu](mailto:pflynn@bentley.edu)); Kathryn Haynes, Newcastle University Business School ([kathryn.haynes@ncl.ac.uk](mailto:kathryn.haynes@ncl.ac.uk)) and Maureen A. Kilgour, Université de Saint-Boniface ([mkilgour@ustboniface.ca](mailto:mkilgour@ustboniface.ca))

Part of the PRME (Principles for Responsible Management Education) and Greenleaf Publishing Book Series

### **Book Two: Overcoming Challenges to Gender Equality in the Workplace**

The book will be an edited collection, which will provide conceptual and research rationales as to why responsible businesses and organizations must address the issue of gender equality in the workplace. It will also provide case studies, action research and examples of good practices and innovations describing how businesses and organisations are working to alleviate gender inequality and promote gender equality in various contexts.

#### **Scope and possible structure**

The topic list below is suggestive of the range of categories under which we are accepting contributions. In any of these topics we encourage contributions that highlight differences between countries and regions.

#### I. Why is gender equality important to responsible business and organizations?

- \* History of (in)equality or exclusion in the workplace
- \* Rationale(s), including the business case, for inclusion of gender equality in the workplace
- \* Conceptual, theoretical, empirical contributions on the importance of gender equality in the workplace
- \* Business perspectives on the inclusion of gender equality in responsible business and organizations
- \* Effects and outcomes of exclusion/inclusion of gender equality in the workplace

#### II. What are the challenges of addressing gender equality in the workplace?

- \* Reflexive accounts of affecting change and overcoming challenges
- \* Critiques of current business and organizational practice
- \* The role of leadership in addressing gender equality in the workplace
- \* Feminist critiques of workplace inequalities
- \* Societal and economic challenges of integrating gender equality into the workplace



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

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

### III. Development of gender equality in business and organizations

With contributions placed in the wider context of gender equality, together with the organizational context and culture, we seek specific examples and cases of good practices and innovations in the workplace, and lessons learned.

We also welcome chapters illustrating cases of poor practice, together with ramifications and lessons learned:

- \* Accountability of management for encouraging gender equality and implications of failures to do so
- \* Developing a workplace culture that supports gender equality
- \* Organizational learning in gender equality
- \* Responsibility for home-based workers and workers down the supply chain
- \* Impact of CSR initiatives, such as the UN Women's Empowerment Principles, on gender equality in the workplace
- \* Gender equality policies and practices, e.g.
  - Hiring committees
  - Leadership roles
  - Training and development of staff
  - Staff recruitment and retention
  - Supply chain issues
  - Health and safety issues
  - Harassment and violence
  - Disciplinary issues

### IV. What lies ahead?

- \* Business and organization agendas
- \* Moving on from the business case
- \* Tracking/monitoring progress
- \* Policy and governance agendas
- \* Relationships between management education and business
- \* Intellectual agendas
- \* What lies ahead in different countries and regions
- \* Reasons for optimism in gender equality in the workplace

Please submit abstracts of no more than 1,000 words, together with a CV, to Rebecca Macklin, no later than 1 September 2014 ([Rebecca.macklin@greenleaf-publishing.com](mailto:Rebecca.macklin@greenleaf-publishing.com)) Papers should be submitted online in accordance with our submission guidelines: [http://www.tavinstitute.org/humanrelations/submit\\_paper/how\\_to\\_submit.html](http://www.tavinstitute.org/humanrelations/submit_paper/how_to_submit.html).

### *Call for papers in Journal of Management Education*

#### **Special Issue on Women's Leadership Programs:**

#### **Lessons learned and new frontiers**

The paper submission deadline is December 15, 2014

Diana Bilimoria, Susan Vinnicombe, Deirdre Anderson and Gelaye Debebe are guest-editing a special issue on the topic of Women's Leadership Programs for the *Journal of Management Education*. You will find the Call for Papers here:

[www.sagepub.com/upm-data/61592\\_JME\\_Call\\_WL.pdf](http://www.sagepub.com/upm-data/61592_JME_Call_WL.pdf)



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



### ***Call for seminar participation on Women and Leadership: Exploring the neuroscience of leadership***

On Thursday, June 19, 2014, Time: 9-11:00 am, Location: Online via GoTo Meeting

Neuroscientists have discovered a tendency in most human cultures to encourage women to use some parts of their brain more than others. As a result, women often have untapped leadership abilities. The good news is that 'the brain can be trained' and one's capacity for leadership can be developed. This seminar explores how women can overcome a millennia of social conditioning in order to maximize their leadership abilities, while exploring the current research in leadership and brain development for its impact on women's ability to succeed in contemporary organizations.

This seminar is being conducted by Dr Bruce Hiebert, Clarus Associate, who has 20 years of senior management experience in the private and public sectors. He has researched and written extensively on the role of human values in the workplace, and has taught courses on Leadership. On-line registration is available at [www.civicinfo.bc.ca](http://www.civicinfo.bc.ca).

### ***Call for participation at a conference on pretenure faculty women To be held on September 22-24, 2014***

A conference for pretenure faculty women sponsored and run by Susan Bulkeley Butler Center for Leadership Excellence at Purdue University will be held September 22-24. It is a very supportive environment to meet others (at any pretenure stage) and prepare for the tenure process environment with scholars from many universities. Many expenses such as meals are covered or heavily subsidized. It is also a great networking event to connect with other junior scholars. For more information, contact the Butler center (see link: [www.purdue.edu/butler/pretenure](http://www.purdue.edu/butler/pretenure)).

### ***Call for participation at the Second ILA Women and Leadership Affinity Group (WLAG) international conference To be held on June 7th to 10th, 2015***

Our first International Leadership Association topical conference was held June 9-12, 2013 at Asilomar Conference Grounds in Pacific Grove, California. The second will be held at the same amazing, rustic location, which worked incredibly well in 2013. It was a unique, engaging, interactive conference. Yet, the rustic location on the beach with its rich history provided ample opportunities for reflection and renewal as well. Unique offerings included fireside chats, morning mind/body sessions, outdoor guided reflections, and more. We also had research paper sessions, research roundtables, six-minute messages, expert panels, innovative workshops, and inspiring keynote plenary sessions.

Join us as we hold one of the most important women and leadership conferences of the decade. It will provide a critical forum for bringing together top scholars, leaders, and practitioners to discuss the latest research and working touching on women and leadership worldwide.

Also, we are looking for individuals who want to be involved and engaged in conference planning and implementation. If you are interested, please contact the conference cochairs Susan R Madsen and Melissa Mahan ([madsensu@uvu.edu](mailto:madsensu@uvu.edu); [mmahan@tamusa.tamus.edu](mailto:mmahan@tamusa.tamus.edu)).

# GDO INFORMATION STREAM



*Do you want to stay informed about what is going on in the gender and diversity fields? Do you need to connect with other GDO members?*

## GDO Listserv

A great way to stay connected with those interested in gender and diversity issues in organizations is the GDO Listserv. GDO listserv plays a critical role in connecting and engaging members from all geographical locations. This article informs new GDO members of available communication tools; provides further understanding for existing GDO members; and, encourages participation from all!

**GDO Division Listserv** The Academy of Management (AoM) offers close to 50 Listservs (electronic mailing lists) to its members; one for each of the AoM Divisions (ours is GDO-L) and others which target specific audiences (e.g., STUDENT-L). Some Listservs require specific division membership to join, some allow attachments, others do not, etc. These Listservs can be found at <http://aom.org/Networking/ListServs.aspx>. The GDO Listserv is open to all Academy of Management members, regardless of division membership. However, your membership in the GDO division does *not* automatically add you to the GDO Listserv; you must request membership. All subscription requests are sent to the list manager, who verifies AoM membership before approving subscription requests. Currently the GDO-Listserv has 885 members and this number continues to grow.

### **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 of Special Issues 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 very easy to join, just copy the following link into your internet browser:

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

Enter your email address and name, then simply click “Join GDO-L”. Yes, it is that simple! OR go to [www.aomonline.org](http://www.aomonline.org), select the “Member Services” at the top of the page, then select “Benefits and Services”. Links to all AoM listservs is located under “Expand your Professional Network” tab. 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?**

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

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

If you are not a member but you have announcements to post that you think might interest our members, email me at Sanjee Perera, [sanjee.perera@unisa.edu.au](mailto:sanjee.perera@unisa.edu.au) and I will post on your behalf. Please include a subject line and complete contact information with your request.

## 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:**  
**Stacy Blake-Beard,**  
**Simmons College**  
[stacy.blakebeard@simmons.edu](mailto:stacy.blakebeard@simmons.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!

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

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