



# Gender and Diversity in Organizations (GDO)

FEBRUARY 2015 NEWSLETTER

Volume XVII, Issue 1

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## Report from the Division Chair

**Greetings GDO members and welcome to 2015.** I do hope all of you are feeling re-energized and looking forward to the year ahead.

In this report, I would like to thank our members for their contributions to serving our membership and delivering a quality program for the annual conference. I also am pleased to remind people of the awards we have that require you to nominate colleagues who meet the award criteria, as well as an update on where we are with our 5-Year Division Review and announcement of the Cambridge University Press voucher draw.

First, I would like to extend my appreciation to all of the GDO Division members who submitted symposium proposals and papers to the 2015 conference and have agreed to act as reviewers (regular and emergency) to ensure we have a high quality program at the Vancouver meeting. It is your spirit of generosity and commitment to living the values of diversity and inclusion that make GDO a place where all flourish.

Second, nominations are open for the following awards and I would ask that all our members think deeply about deserving recipients from wherever in the world they may be or have made their contributions:

### **SAGE award for scholarly contributions to management**

[http://division.aomonline.org/gdo/awards/awards\\_scholarship.htm](http://division.aomonline.org/gdo/awards/awards_scholarship.htm) (Chair- Lynn Offermann, [lro@gwu.edu](mailto:lro@gwu.edu)).

### **Janet Chusmir Service Award**

[http://division.aomonline.org/gdo/awards/awards\\_service.htm](http://division.aomonline.org/gdo/awards/awards_service.htm) (Chair, Derek R. Avery, [davery@TEMPLE.EDU](mailto:davery@TEMPLE.EDU)).

### **Saroj Parasuraman Award for Outstanding Publication in Gender and Diversity**

[http://division.aomonline.org/gdo/awards/awards\\_parasuraman.htm](http://division.aomonline.org/gdo/awards/awards_parasuraman.htm) (Chair: Janet Barnes-Farrell, [janet.barnes-farrell@uconn.edu](mailto:janet.barnes-farrell@uconn.edu)).

Third, you will remember back in October last year I sent out a request to all GDO members to participate in the 5-Year Review Survey for our division. The survey closed on November 16 and we were thrilled to receive one of the highest division response rates AOM has seen (the historical average is 21%). 32% of you responded, providing valuable



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information for reflecting on where we are as a division and how we can best move forward to support and advance research, teaching, community building and practice that reflects the multifaceted perspectives of different peoples and disciplinary lenses on gender and diversity in organizations.

As an incentive for survey participation, Cambridge University Press generously provided sponsorship for five (5) gift vouchers for a year's online access to *Journal of Management and Organization* and £50 towards purchases from the Cambridge University Press' Management Series. I am pleased to announce the voucher recipients of the random draw were:

- Angela Oetama-Paul is a PhD student in the Weatherhead School of Management at Case Western Reserve University in Cleveland, Ohio, U.S.
- Caitlin E. Smith Sockbeson is a PhD student in the A. B. Freeman School of Business at Tulane University in New Orleans, Louisiana, U.S.
- Demetria Henderson is a PhD student in the Arlington College of Business at The University of Texas, U.S.
- Dr. Alena Krizkova is a Senior researcher in the Institute of Sociology at the Academy of Sciences of the Czech Republic as well as the Czech Republic Country Expert for the Network of Experts in the Field of Gender Equality for the European Commission.
- Michelle Kweder is a PhD student in the College of Management at The University of Massachusetts – Boston, U.S.

## Newsletter Editors

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

AOM requires all divisions and interest groups (DIGS) to undergo a review every five years to ensure that the DIGS are adhering to AOM policies and good governance practices and continually reflecting and adapting services to meet the needs of members. Our report was based on the division review survey findings, the AOM Health and Governance Checklist, and standard metrics kept and provided by AOM HQ on all DIGS. We submitted our report as required by the February 9th deadline.

The survey responses and the review undertaken provide us with an opportunity to introspect as a division, at a time when there are many changes sweeping the AOM, such as the increase in internationalization of membership. After reflecting on the results of the survey, membership trends and taking into consideration the GDO vision and mission, the report ends with broad recommendations.

I especially would like to thank the tremendous work and collaborative spirit of my Division Review Committee, listed below. I would also like to thank the GDO Executive Committee for their contributions to the final report. I believe the report we submitted to AOM headquarters is one we can all be proud of.

### **GDO Division Review Committee:**

Charmine E. J. Härtel (Division Chair)  
 Stacy Blake-Beard (Immediate Past Division Chair)  
 Diana Bilimoria (2011-2012 Division Chair)  
 Stella Nkomo (1992-1993 Division Chair)  
 Patrick F. McKay (PDW Chair)  
 Tiffany Trzebiatowski (Technology Manager)  
 Sabrina D. Volpone  
 Fida Afioni  
 Jawad Syed

After the DIGR committee and AOM Board have reviewed our report and provided us feedback (scheduled for some time in May), I will work with our review team and Executive Committee to produce an open letter that will be publicly shared with our members and posted on the GDO website prior to June 30.

Already, the Executive Committee is striving to incorporate what we have learned through reflecting on the review process and, coupled with an energetic and geographically diverse group of volunteers, much work is being done to improve the inclusivity of our committees, communications, activities, and processes.

To illustrate, special effort has been made to ensure committee structures include members from multiple countries and backgrounds. A list of committees with chairs from the executive and volunteers for members is given below:-

**Scholarly Contributions to Management (Lifetime) Award:** Lynn Offermann (Chair), Maureen Kilgour (Canada), Mikki Hebl (U.S.; previous award winner), Carol Kulik (Australia: previous award winner), Yvonne Benschop (Netherlands)

**Janet Chusmir (Lifetime) Service Award:** Derek Avery (U.S.: Chair), Alison Sheridan (Australia), Belle Rose Ragins (U.S.), Alison Konrad (Canada), Jonathan Booth (U.K.)

**Dorothy Harlow Best Conference Paper Award:** Lisa Leslie (U.S.), Sabrina DeeAnn Volpone (U.S.), Adela McMurray (Australia), Florian Kunze (Germany), Yunhyung Chung (U.S.)

**Best Conference Paper Based on a Dissertation Award:** Oscar Holmes IV (U.S.), David Dwertmann (Chile), Florence Villesseche (Denmark), Sabrina DeeAnn Volpone (U.S.), Jacqui Stephenson (Barbados), Kristie McAlpine (U.S.), Camilla Quental (France), Jeanne Holmes (U.S.), Charles Atira (U.S.), Alison Hall (U.S.), Nichelle Carpenter (U.S.), Angelica Gutierrez (Switzerland)

**Best Student Conference Paper Award:** Beth A. Livingston (U.S.), Sarah Walkers (U.S.), Angelica Gutierrez (Switzerland), Beena Salim (UAE), Alberto Ramirez Melgoza (Saudi Arabia), Robyn Ward (Australia)



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

**Faculty Transnational Research Best Conference Paper Award:** Isabel Metz (Australia: Chair), Ivona Hideg (Canada), Saskia De Klerk (Australia), Marios I Katsioloudes (Qatar), Estefania Santacreu-Vasut (France), Olaf Sigurjónsson (Iceland), Siegrid Guillaumon (Brazil)

**Student Transnational Research Best Conference Paper Award:** David Kaplan (U.S.: Chair), Diana Rajendran (Australia), Apoorva Ghosh (India), Raymond Trau (Australia), Felix Fan (Netherlands), Ibrahim Danjuma (Nigeria)

**Saroj Parasuraman Award for Outstanding GDO Publication:** Janet Barnes-Farrell (U.S.: Chair), Alison Sheridan (Australia), Fernanda Wagstaff (U.S.), David Baldrige (U.S.), Andrew Wang (Taiwan),

**Doctoral Consortium:** Caren Goldberg & Charlotte Karam (U.S. & Lebanon: Co-Chairs)

**Junior Faculty Consortium:** Donna Blancero & Susan Vinnicombe (U.S. & U.K.: Co-Chairs)

**Membership Committee:** Sanjee Perera (Australia: Chair), Wendy M. Stewart (U.S.), Marcus Valenzuela (U.S.), Ruth Bernstein (U.S.), Christian Calderon (U.S.), Anu Gokhale (U.S.)

**International Committee:** Corinne Post (U.S.: Chair), David Dwertmann (Chile), Clarice Santos (Brazil), Swethaa Ballakrishnen (U.S.), Ella Henry (New Zealand), Yuka Fujimoto (Malaysia)

**Media Relations Committee:** Jennifer Berdahl (Canada: Chair), Rebecca Paluch (U.S.), Stacey Robbins (U.S.), Jamie Lee Gloor (Switzerland), Tiffany Trzebiatowski (U.S.), Pamela Lirio (Canada)

**Fundraising Committee:** Lisa Nishii (U.S.: Chair)

**Archival and Historical Committee:** Payal Kumar (India: Chair)

**Scholarly Contribution to Ed Practices Advancing Women in Leadership:** Donna Blancero (U.S.: Chair), Alison Cook (U.S.), Kayla Weaver (U.S.), Shal Khazanachi (U.S.), Beena Salim (UAE), Remi Ayoko (Australia)

**Newsletter Editor:** Payal Kumar (India) & Ranjna Patel (USA)

**Website Manager:** Janet L Barnes-Farrell & David Kaplan (U.S.)

**Treasurer/Division Sponsorship Structure:** Beth Ann Livingston (U.S.)

**Nominations:** Stacy Blake-Beard (U.S.)

**Technology Manager:** Tiffany Trzebiatowski (U.S.)

**GDO Representative for New Doctoral Consortium Event at Conference:** Payal Kumar (India) with Lisa Leslie (U.S.) as Emergency backup

**New Volunteer Role for Webinar/Vodcast on GDO issues from a non-US perspective:**

South Asian region focus: Vasanthi Srinivasan (India: Chair), Charmine Härtel (Australia), Rowena Ortiz-Walters (U.S.), Swethaa Ballakrishnen (U.S.), Stacey Robbins (U.S.), Anu Gokhale (U.S.), Payal Kumar (India)

Africa or Latin America focus: Rowena Ortiz-Walters (U.S.: Chair), Jennifer L. Farmer (U.S.), Tara Lockhart (U.S.),

**New Initiatives Volunteers:** Carlene Boucher (Australia), Sheree Gregory (Australia), Stefanie Ruel (Canada), Mateo Cruz (U.S.), Brenda A. Lautsch (Canada), Alexandra Beauregard (U.K.), Stephan Boehm (Switzerland), Brad R. Fulton (U.S.), Nicole C. Jones Young (U.S.), María de los Dolores González Saucedo (Mexico)

In closing, let me thank all our members for their contributions to the division in terms of survey participation, volunteering, service as a member of the Division Review Team and Executive Committee, and sharing your ideas for improving GDO. Please feel free to email me any questions, suggestions or comments at [c.hartel@uq.edu.au](mailto:c.hartel@uq.edu.au).

**Charmine E. J. Härtel,  
GDO Division Chair**

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



**Program Chair  
Doug Creed**

University of Rhode Island  
[CreedatGDO@gmail.com](mailto:CreedatGDO@gmail.com)

## Report From The Program Chair

### Dear GDO members

It is a snowy day in Boston and shortly I will have to go to shovel the sidewalk in front of our house yet again. The room where I work is cozy, however, and the falling snow looks lovely if you can put shoveling out of your mind for a while.

As I write, we are 17 days from the review deadline. GDO received a good number of submissions: 208 papers, 38 symposia, and 14 PDWs. Reviews are already rolling in thanks to the support of our 318 volunteer reviewers. At present, 273 of those volunteers have reviews in hand, with the balance of volunteers in reserve to handle reviews on an as-needed or emergency basis. If you are wondering why you did not get a submission to review, there is no cause for alarm or – worse – feelings of rejection! It is actually very desirable that a division have more volunteers than needed because it enables better matching of reviewers and submissions based on keywords.

Reviews are assigned on the basis of keyword matches. As you recall, when you signed up as a reviewer you were asked to select key words from GDO's list. This list has evolved over time and changes only modestly on an annual basis, usually to reflect the conference theme; for example, this year I added a new category of keywords called "diversity and governance processes and practices."

The reviewer assignment system is designed to assign three well-suited reviewers to each submission, based on authors' selection of keywords used to describe a submission. It sets the joint goals of: attaining up to 3 keyword matches per reviewer; giving no reviewer more than 3 GDO assignments; and maximizing the total number of keyword matches for a submission.

Assuming 3 reviewers per submission, this translates into trying to achieve a total keyword match score of 9 for each submission (three reviewers each with three keyword matches equals 9 keyword matches). Alternatively, a score of 7 could mean that the submission got one reviewer with three keyword matches and two reviewers each with 2 keyword matches. The system seems to work like a charm.

On the first run-through, GDO achieved an average total keyword match of 7.8, which suggests strong alignment of reviewers' interest and expertise with the characteristics of each submission.

To all our submitters, thank you for the impressive number of submissions. The GDO program will again be wide-ranging and fascinating. To all our reviewers, thank you for your service to GDO and our community of diversity scholars. With your insightful reviews, not only will we be able to put together the best program possible, but submitters also will garner important developmental insights for advancing their scholarship.

Best wishes,

**Doug Creed**

**GDO Program Chair**

University of Rhode Island

[creedatgdo@gmail.com](mailto:creedatgdo@gmail.com)

### *Announcements*

#### \* From the MSR division:

Friends, spouses, colleagues are invited to join the 13th Retreat which will take place Tuesday evening through Friday noon, August 11-14, 2015 (following the AOM in Vancouver, B.C.). The 2015 MSR Retreat will be held at the Bowen Island Lodge, a tranquil waterfront venue surrounded by cedars and natural beauty. The Lodge boasts award-winning catering focusing on fresh, seasonal and locally-sourced ingredients. For more details see: MSR 2015 Retreat Brochure: <http://division.aom.org/msr/newsletters/msr2015brochure.pdf>

In case you are interested in the retreat, you may fill in the registration form: MSR 2015 Retreat Registration Form: <http://division.aom.org/msr/newsletters/msr2015registrationform.pdf>

#### \* From the Conflict Management Division:

The first phase of the NEW Conflict Management Division Web Page is ready (<http://cm.aom.org>). Please check it out! Please feel free to share our good news with interested colleagues. In the meantime, if you have feedback on the new web page please contact Eric Neuman ([ejn@illinois.edu](mailto:ejn@illinois.edu)) or myself ([Michael.gross@business.colostate.edu](mailto:Michael.gross@business.colostate.edu)) with your thoughts.

# Report From The PDW Chair



**PDW Chair**  
**Patrick F. McKay**

Rutgers,  
[gdo@smlr.rutgers.edu](mailto:gdo@smlr.rutgers.edu)

## Dear GDO Members:

I am excited to announce that Gender and Diversity in Organizations (GDO) is designing an exciting Professional Development Workshop program for the 2015 annual meeting of the Academy of Management (AOM) in Vancouver, British Columbia. We received a wide array of high-quality submissions this year that far exceeded the number of PDW program hours allotted. I thank each and every submitter for their time and effort in preparing and submitting their exemplary proposals for the PDW program.

The PDW program will feature our annual activities, namely the **GDO Doctoral Consortium**, **GDO Junior Faculty Consortium**, and **GDO Publishing Diversity Research Workshop**. I encourage the GDO membership to sign up for these highly developmental programs designed to help doctoral students prepare for their budding careers, and assist junior faculty in managing their work activities in pursuit of promotion and tenure, and strengthening their competencies in publishing top-quality research. The programs require pre-registration as space constraints enable us to accommodate a limited number of registrants. So, interested members are encouraged to sign up as early as possible.

The programs will feature a who's who list of participants: Panelist for the **GDO Doctoral Consortium** are Derek R. Avery (Temple University), Laquita C. Blockson (Saint Leo University), Lynn Bowes-Sperry (Western New England University), Suzanne C. de Janasz (Seattle University), Oscar Holmes IV (Rutgers University), Dima Jamali (American University of Beirut), Carol T. Kulik (University of South Australia), David P. Lepak (Rutgers University), Patrick F. McKay (Rutgers University), Banu Ozkazanc-Pan (University of Massachusetts), Shannon L. Rawski (University of Arkansas), Belle Rose Ragins (University of Wisconsin-Milwaukee), Jawad Sayed (University of Huddersfield), and Spela Trefait (Simmons College).

The panelists for the **Junior Faculty Consortium** are Margaret M. Hopkins (University of Toledo), Natalie C. Cotton-Nessler (Bentley University), David A. Kravitz (George Mason University), Deborah Anne O'Neil (Bowling Green State University), Dima Jamali (American University of Beirut), David P. Lepak (Rutgers University), Belle Rose Ragins (University of Wisconsin-Milwaukee), Raymond N. C. Trau (RMIT University), and Spela Trefait (Simmons College).

Finally, the **Publishing Diversity Research Workshop** includes the following individuals as discussants: Susan Ainsworth (The University of Melbourne), Jennifer Berdahl (University of British Columbia), Shelley Brickson (University of Illinois at Chicago), Prithviraj Chattopadhyay (Hong Kong University of Science and Technology), Judith A. Clair (Boston College), Marta M. Elvira (IESE), David A. Harrison (University of Texas at Austin), Charmine E. J. Hartel (University of Queensland), Eden King (George Mason University), Katherine Klein (University of Pennsylvania), David A. Kravitz (George Mason University), Barbara S. Lawrence (University of California-Los Angeles), Patrick F. McKay (Rutgers University), Tanya Menon (The Ohio State University), Ashleigh Shelby Rossette (Duke University), Ann Marie Ryan (Michigan State University), Maria Carmen Triana (University of Wisconsin-Madison), and Daan van Knippenberg (Erasmus University Rotterdam). I wish to thank each participant for lending their time and expertise to help our members better navigate their doctoral studies and prepare to succeed in their budding academic careers. I also thank the organizers of the GDO Doctoral Consortium (Caren Goldberg-George Mason University and Charlotte M. Karam-American University of Beirut), GDO Junior Faculty Consortium (Susan Vinnicombe-Cranfield University and Donna Maria Blancero-Bentley University), and the GDO Publishing Diversity Research Workshop (Raymond N. C. Trau-RMIT University, Belle Rose Ragins-University of Wisconsin-Milwaukee, and Robin Ely-Harvard University). I encourage the GDO membership to join us in Vancouver for an exciting array of PDW activities.

## Patrick F. McKay

**PDW Chair**  
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## CALLS FOR GDO NOMINATIONS: OFFICERS AND EXECUTIVE COMMITTEE POSITIONS

We are currently seeking nominations for the positions of **Program Chair-Elect (PDW Chair)**, **Representative-at-Large to the Executive Committee and Treasurer**. Nominations can be made electronically through **February 28, 2015** by accessing the AOM nominations system (<http://apps.aomonline.org/DivNomination>).

By nominating someone, or yourself, you take the opportunity to influence the goals and future direction of GDO. When making nominations please consider the person's past and current involvement and service to GDO. The composition of the GDO Leadership team is of critical importance to the success of the Division. Please take the time to nominate a colleague for these positions; self-nominations are also encouraged. Below are descriptions for those Officer and Executive Committee positions requiring nominations:

### **DIVISION PROGRAM CHAIR-ELECT (1)**

#### **1-Year Term**

The Program-Chair Elect acts as Professional Development Workshop (PDW) Chair for the annual meeting and coordinates all preconference activities, including the professional development workshops, and, in conjunction with consortium leaders coordinates the doctoral student consortium and junior faculty consortium; works in liaison with the Program Chair and Newsletter Editor to publicize preconference activities through the Division Newsletter and the Academy of Management Newsletter; performs such duties as may be assigned by the Division Chair, Bylaws, or, by the Academy Program Chair; coordinates activities through the Division Chair and serves on the Executive Committee.

The person elected as Division Program Chair-Elect is automatically nominated as Program Chair for the following year. This position involves a **five-year commitment** to GDO Division leadership (through Immediate Past Division Chair).

### **REPRESENTATIVE-AT-LARGE TO THE EXECUTIVE COMMITTEE (4)**

#### **3-Year Term**

Representatives-at-Large serve on the GDO Executive Committee and help to guide the Division. They actively participate in the Executive Committee meeting at the annual Academy of Management conference and in teleconferences held throughout the year; chair and serve on at least one committee each; serve as a reviewer for the Division; and are responsive to requests for assistance from Division officers and the Newsletter Editor.

### **TREASURER (1)**

#### **3-Year Term**

The Treasurer acts as the financial guide for the division by: (1) maintaining and making regular financial reports to the Division's Executive Committee or as requested by the Division Chair, and in accordance with the requirements set by the Academy of Management; (2) performing such duties as may be assigned by the Division Chair; (3) reporting the financial status of the Division to the members at the Annual Business Meeting; (4) providing support to the Division Chair Elect for the Division's annual fundraising initiative; and, (5) serving on the Nominating Committee.

#### **Stacy Blake-Beard**

(Immediate Past Division Chair and Nominations Committee Chair)  
Simmons College



# AOM 2015 HIGHLIGHTS

## GDO Doctoral Consortium

### Now is the time for you or one of your students to register for the 2015 GDO doctoral consortium!

If you are an advanced doctoral student with research interests in Diversity and/or Gender, you will not want to miss the 2015 Doctoral Consortium. This is a day-long event to be held on Saturday, August 8, 2015, as part of the pre-conference program at the 75th Annual Meeting of the Academy of Management in Vancouver, British Columbia, Canada.

This year's consortium includes an exciting mix of panels and activities designed to provide doctoral students with GDO interests with a realistic preview of an academic career, advice from journal editors, tips on fostering collaborations, and suggestions for teaching. Participants will hear from a stellar lineup of scholars from all over the world. We will also be providing doctoral students with a unique and invaluable opportunity - *using information that registrants provide to us about their research interests, we will be matching them with senior scholars for a one-on-one mentor lunch.*

Applicants must meet the following criteria to participate:-

- 1) Be endorsed by their advisor; and
- 2) Have made significant progress toward completing their Ph.D. (and are ideally working on their dissertation).

Preference will be given to advanced students who are applying for jobs in the fall of 2015, with the intention of starting their faculty position in 2016.

**The deadline for applying to participate is July 10, 2015, 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. Charlotte M. Karam ([charlotte.karam@aub.edu.lb](mailto:charlotte.karam@aub.edu.lb)) and Caren Goldberg ([caren.goldberg@yahoo.com](mailto:caren.goldberg@yahoo.com)) and include:-

- 1) a short endorsement letter from an academic advisor
- 2) a statement of research interests and career goals, including a dissertation summary if possible
- 3) a 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 Vancouver, British Columbia!!

Please see details below and be in touch with the organizers, Donna Maria Blancero and Susan Vinnicombe, if you have any questions.

Donna Maria Blancero [dblancero@bentley.edu](mailto:dblancero@bentley.edu)<<mailto:dblancero@bentley.edu>>

Susan Vinnicombe [susan.vinnicombe@simmons.edu](mailto:susan.vinnicombe@simmons.edu)<<mailto:susan.vinnicombe@simmons.edu>>

GDO JFC Organizers

Submission number: 19178 (Sponsor GDO)

Scheduled Saturday, August 8th 2015 at 8.00-12.30



## AOM 2015 HIGHLIGHTS (cont'd)

### Junior Faculty Consortium

If you are an early career academic we encourage you to take part in this valuable workshop. Attending this workshop provides wonderful networking time with peers who may be researching/teaching similar topics as you, as well as those who are more senior. This year we are using a new format. After our usual sessions for getting to know one another, learning how to transition into a faculty position and receiving advice on how to navigate a successful academic career, we will be joining the Doctoral Consortium for our final panel session on publishing in leading journals. Once again there is a fantastic line up of speakers.

Please see details below and be in touch with the organizers, Donna Maria Blancero and Susan Vinnicombe, if you have any questions.

Donna Maria Blancero [dblancero@bentley.edu](mailto:dblancero@bentley.edu)<mailto:dblancero@bentley.edu>

Susan Vinnicombe [susan.vinnicombe@simmons.edu](mailto:susan.vinnicombe@simmons.edu)<mailto:susan.vinnicombe@simmons.edu>

GDO JFC Organizers

Submission number: 19178 (Sponsor GDO)

Scheduled Saturday, August 8th 2015 at 8.00-12.30

Pre-registration is required <https://secure.aonline.org/PDWRReg>.

### CALL FOR NOMINATIONS 2015 GDO DIVISION AWARD FOR DISTINGUISHED SCHOLARLY CONTRIBUTIONS

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

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

Uma Sekaran, 1991; Laurie Larwood, 1992; Kathryn (Kay) Bartol, 1993; Barbara Gutek, 1994; Nancy Adler, 1995; Gary Powell, 1996; Dorothy (Dot) P. Moore, 1997; Alison Konrad & Belle Rose Ragins, 1998; Laura Graves, 1999; Linda Stroh, 2000; Saroj Parasuraman, 2002; Karen Lyness, 2003; Jeffrey Greenhaus, 2004; Robin Ely, 2005; Marta Calás & Linda Smircich, 2006; Carol Kulik, 2007; Ellen Kossek, 2008; Stella Nkomo, 2009; Debra Meyerson, 2010; David Harrison, 2011; Dianna Stone, 2012; Ann Marie Ryan, 2013; Mikki Hebl, 2014

#### Criteria for consideration includes:-

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

This is a wonderful way to honor your colleagues and recognize important work! For nominations, please send a 2 to 3 page letter of recommendation outlining the nominee's contributions with respect to the criteria stated above and a copy of the nominee's curriculum vitae. Please confirm that the nominee is a current member of the GDO Division or, if not, the year(s) during which the nominee was a member.

**The deadline for nominations is April 30, 2015.** Please send your nomination or questions to Lynn R. Offermann (Chair, GDO Scholarly Contributions Award Committee) at [lro@gwu.edu](mailto:lro@gwu.edu).



## MEMBER UPDATES



### SELECTED PUBLICATIONS

- Basford, T. E., Offermann, L. R., & Behrend, T. S. (2014). Do you see what I see? Perceptions of gender microaggressions in the workplace. *Psychology of Women Quarterly*, 38 (3), 340-349.
- Braunstein, Ruth, Brad R. Fulton, & Richard L. Wood. (2014). The Role of Bridging Cultural Practices in Racially and Socioeconomically Diverse Civic Organizations. *American Sociological Review* 79(4):705-25.
- Fujimoto, Y., Rentschler, R., Le, H., Edwards, D., & Härtel, C. E. J. (2014). Lessons learned from community organizations: Inclusion of people with disabilities and others. *British Journal of Management*, 25: 518-537.
- Haar, J., Russo M., Sune, A., Ollier-Malaterre, A. (in press). Outcomes of Work-Life Balance on Job Satisfaction, Life Satisfaction and Mental Health: A Study across Seven Cultures, *Journal of Vocational Behavior*. 10.1016/j.jvb.2014.08.010
- Liang, L. H., Adair, W. L., & Hideg, I. (in press). When should we disagree? The effect of relationship conflict on team identity in East Asian and North American teams. *Negotiations and Conflict Management Research*.
- Mahmud, S., Alam, Q. & Härtel, C. (2014). Mismatches in skills and attributes of immigrants and problems with workplace integration: A study of IT and Engineering professionals in Australia, *Human Resource Management Journal*, vol. 24(3): 339-354.
- Moore, L.L. & Kweder, M.M. Doing Diversity and Inclusion Differently: Listening to and Learning from Emirati Women Leaders, 2014. CGO Insights briefing notes, The Center for Gender in Organizations (CGO) at Simmons College, Simmons School of Management.
- Okulicz-Kozaryn, A., Holmes IV, O., & Avery, D. R. (in press). The Subjective well-being political paradox: Happy welfare states and unhappy liberals. *Journal of Applied Psychology*.
- Ortiz-Walters, R., Gavino, M.C., & Williams, D. (in press) The Social Networks of Latino and Latina Entrepreneurs and Their Impact on Venture Performance, *Academy of Entrepreneurship Journal*.
- Trougakos, J. P., Beal, D. J., Cheng, B. H., Hideg, I., & Zweig, D. (in press). Too drained to help: A resource depletion perspective on daily interpersonal citizenship behaviors. *Journal of Applied Psychology*.

### Honours and Announcements

- Dr Rowena Ortiz-Walters, Ph.D. Chair and Professor, Management Department Co-Founder & Co-Director, Center for Women & Business Quinnipiac University, School of Business Hamden, was recently named among the 50 Most Influential Latinos in Connecticut by the Latinos United for Professional Advancement (LUPA) association. Many congratulations!
- Prof Payal Kumar's book proposal, *Female Leadership in India*, has been accepted for publication by Palgrave Macmillan. It profiles women in different leadership positions in India and how they perceive leadership and themselves in this role in a traditional but transitory society. It addresses women and leadership and blends gender, management and leadership intersections. This book project discusses and profiles women engaged in decision making roles at different levels and in different spheres in India – in the highly patriarchal and rural societies, and also women from urban and educated, and hence more privileged backgrounds, as well as women who have defined leadership by challenging power roles in their individual capacity. In exploring women's perceptions and concepts about leadership, this project will offer a new paradigm of leadership and women's empowerment, not only for India but for the global south in general where power relations, economy and traditions are quite different from the Western paradigms, which often dominate academic discourses.



## BOOK RELEASE ANNOUNCEMENTS

### **Thinking the Twenty-First Century: Ideas For The New Political Economy**

**By Malcolm McIntosh**

April 2015, Greenleaf Publishing, [www.greenleaf-publishing.com/thinking](http://www.greenleaf-publishing.com/thinking)

In a sophisticated and far-reaching blend of theory and reflection, *Thinking the Twenty-First Century* takes a provocative look at the changes required to build a new global political economy. McIntosh charts five system changes essential to this transition: globality and Earth awareness; the rebalancing of science and awe; peacefulness and the feminisation of decision-making; the re-organisation of our institutions; and, evolution, adaptation and learning. That they are all connected should be obvious, but that they are written about together is less common.

McIntosh argues that these five changes are already underway and need to be accelerated. Combining science, philosophy, politics and economics, *Thinking the Twenty-First Century* questions our current model of capitalism and calls for a much-needed new order. This forceful call to action advocates a balanced political economy with transdisciplinarity, connectivity, accountability and transparency at its centre, as an alternative to a world built on the failing system of neoliberal economics. From one of the pioneers of the global corporate sustainability and social responsibility movement, this unique book combines analysis, diary and reflection to present a radical way forward for the twenty-first century.

### **Integrating Gender Equality into Business and Management Education: Lessons Learned and Challenges Remaining**

Edited by Patricia M. Flynn, Kathryn Haynes and Maureen Kilgour

April 2015, Greenleaf Publishing, [www.greenleaf-publishing.com/integrating](http://www.greenleaf-publishing.com/integrating)

This is the first book in a series on Gender Equality as a Challenge for Business and Management Education, which is a part of the activities carried out by the Principles of Responsible Management Education (PRME) Gender Equality Working Group; a United Nations initiative.

This edited collection addresses the need to integrate gender equality into management education and provides leading examples of initiatives illustrating how this can occur from various disciplinary and global perspectives. The chapters provide conceptual and research rationales as to why responsible business and management education must address the issue of gender equality. It also identifies materials and resources that will assist faculty in integrating gender issues and awareness into a variety of disciplines and fields. These include specific case studies, syllabi, texts, and good practices or innovations that assess or otherwise address the role of gender in various educational environments. The book is designed to help faculty integrate the topic of gender equality into their own teaching and gain support for the legitimacy of gender equality as an important management education topic in their institutions.

### **Women as Global Leaders**

Edited by Faith Wambura Ngunjiri, Concordia College and Susan Madsen, Utah Valley University

Published by Information Age Publishing, Inc. For more details see:

<http://www.infoagepub.com/products/Women-as-Global-Leaders>

### **Call for Book proposals, Greenleaf Publishing**

We were pleased to sponsor the GDO Saroj Parasuraman Outstanding Publication Award at the Academy of Management 2014 Annual Meeting in Philadelphia. Whilst retaining our core focus in these areas, we are expanding our portfolio and are seeking new book proposals. We welcome suggestions for new monographs, textbooks and edited collections from all areas of gender and diversity in management and organizations.

Please contact Rebecca Macklin ([rebecca.macklin@greenleaf-publishing.com](mailto:rebecca.macklin@greenleaf-publishing.com)).



## CALLS FOR PAPERS & CONFERENCES

### Call for paper or symposium

The Administrative Sciences Association of Canada Gender and Diversity in

Organizations Division, 43rd annual conference at Halifax, Nova Scotia, Canada on June 13-16

ASAC 2015 will be hosted by the Sobey School of Business in Halifax, Nova Scotia. The conference theme, "Historic Proportions: Charting A New Path," came from a combination of recognizing the historical significance of Halifax as one of Canada's oldest cities with the importance of problematizing the past to better understand the present and theorize the future.

#### Paper Submission

Original papers, written in English or French, should be submitted electronically to the appropriate ASAC division in Microsoft Word. All contributions will be peer reviewed, and all accepted papers may have an abridged version included in the Proceedings.

Submissions should follow these guidelines:

- The maximum length for submitted papers is 30 double-spaced pages, including title page, tables, figures, illustrations, but excluding references.
- APA style (6th edition) for formatting and referencing is MANDATORY. A summary of APA style guidelines can be found at <http://www.mtroyal.ca/library/files/citation/apa.pdf> (English) and [http://www.\\_polymtl.ca/biblio/utiliser/citations-guide.pdf](http://www._polymtl.ca/biblio/utiliser/citations-guide.pdf) (French)
- Only papers that are included in the conference proceedings are eligible for awards. Authors have the option of sending a five-page abridged version for inclusion in the conference proceedings, instead of the full text of the paper.

All papers must be submitted via the conference webpage [www.2015.asac.ca](http://www.2015.asac.ca) no later than 12:00 noon on February 15, 2015. Late submissions and submissions made directly to divisional executive members will not be accepted.

#### Case Track

Authors of empirical cases, non-fictional cases with clear decision focus, relevant for undergraduate or graduate programs are invited to submit their case, and accompanying teaching notes, via the conference webpage [www.2015.asac.ca](http://www.2015.asac.ca) no later than 12:00 noon on February 15, 2015. The same requirements and blind review procedures apply to case track submissions as for submissions to ASAC divisions. Awards recognizing the best cases submitted will be presented at the Conference.

#### Symposia and Workshops

Members interested in organizing a symposium or workshop should prepare a detailed description of its overall purpose and the specific role of each participant and submit it via the conference webpage [www.2015.asac.ca](http://www.2015.asac.ca) no later than 12:00 noon on February 15, 2015.

The same quality requirements and blind review procedures apply as for paper submissions. Symposium proposals can be jointly submitted to up to three divisions. However, the names of all the divisions must be noted in the symposium proposal. This permits the divisional officers to co-ordinate their program development efforts if a symposium proposal is accepted.

#### DIVISIONAL EDITORS:

1. Salvador Barragan  
Department of Management, Thompson Rivers University ([sbarragan@tru.ca](mailto:sbarragan@tru.ca))
2. Kubilay Gok  
Management, Abdullah Gul University ([kubilay.gok@agu.edu.tr](mailto:kubilay.gok@agu.edu.tr))

#### PROGRAM COORDINATOR:

Samina Saifuddin  
Spratt School of Business, Carleton University  
([samina.saifuddin@carleton.ca](mailto:samina.saifuddin@carleton.ca))



## CALLS FOR PAPERS & CONFERENCES [cont'd]

### LGBTs in the Workplace

Deadline for Submissions: October 31, 2015

Guest Editor: Eddy Ng, F.C. Manning Chair in Economics & Business, Rowe School of Business, Dalhousie University, Halifax, NS Canada B3H 4R2 (edng@dal.ca)

The Canadian Journal of Administrative Sciences welcomes submissions to a special issue on LGBTs in the workplace." On the same topic, the guest editor of this special issue is also chairing a symposium at the ASAC conference in Halifax, Nova Scotia June 13 – 16 as well as a track at the International Network of Business & Management Journals Conference in Utrecht, The Netherlands from June 24-26, 2015.

#### About the topic:

As the workforce becomes increasingly diverse, a lot of attention has been paid to the career issues of women and racial minorities. In contrast, comparatively little research has been conducted on lesbian, gay, bisexual, transgendered (LGBT) people in the workplace. Maher and colleagues (2009) tracked empirical research in the LGBT domain and observed three distinct phases: Early work (1800s-1972) focused on homosexuality as a disease; the second phase (1972-1990) targeted negative attitudes towards homosexuality (e.g., combatting homophobia, violence and discrimination against LGBTs); and the third phase (post-1990) focused on changing institutions to foster a positive climate in the workplace. Consistent with this, recent research in this domain has also shifted from employment discrimination, identity management, and career counselling for LGBT individuals (Chung, et al., 2009; DeJordy, 2008; Ragins, 2008) to countering heteronormativity in the workplace, the adoption of LGBT-friendly practices, and understanding the career choices of LGBT individuals (Chuang, et al., 2011; Ng et al., 2012; Ozturk & Rumens, 2014). The purpose of this special issue is to take LGBT scholarship to the next stage by gathering new knowledge and extending theory on LGBT individuals in the workplace.

We invite broad submissions for papers that focus on sexual orientation, gender identity and LGBT individuals within the work domain. Submissions can be conceptual or empirical (qualitative or quantitative), and review work is especially welcomed. In particular, we seek research that is thought provoking, fills a gap in the literature, or crosses boundaries particularly from critical and/or queer studies to management literature. Papers should appeal to management readers, add value through theory building, and provide implications for HRM practice for organizations and employers. We offer a list of topics below as a catalyst to encourage potentially impactful scholarship on LGBT issues in the workplace, but welcome other topics. We also use LGBT as a shorthand for sexual minorities as a group, but papers can focus on one type of sexual orientation (e.g., transgendered employees) or sexual minorities collectively.

#### Suggested topics:

LGBT – what about TTIQQ2SA? "Sexual minorities" is a catch-all phrase to capture an expanding list of individuals who face societal oppression on account of sexual orientation. Early activists fought for LGB rights, and T was later added on. In reality, the experiences of L, G, B, and T are different from each other. How do the different experiences affect the careers and work lives of sexual minorities, particularly for TTIQQ2S? Has the advancement in LGB rights and protection benefited the TTIQQ2S community? Do TTIQQ2S individuals face other forms of prejudice and discrimination in the workplace not faced by LGBs?

To what degree are organizations and employers aware of the diversity in the sexual minority community? What policies and practices are required to create a climate of inclusion for the TTIQQ2S community?

What are the roles of Allies in the workplace, and in what ways can they support LGBT workers? How do LGBT employees and organizations benefit from Allies?



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

### **Organizational Climate, Individual and Group Dynamics**

Organizations and employers are aware of the “business case,” and adopt LGBT-friendly policies and practices, but to what extent, and under what circumstances do LGBT employees feel “safe” to take advantage of these workplace provisions?

What are the reactions of non-LGBT employees towards organizational acceptance and promotion of an LGBT-friendly workplace, and how does that affect interpersonal work relationships, team/group dynamics, and/or workplace climate?

How does employer support of LGBT-friendly policies affect the perceptions, attitudes, and performance of LGBT and non-LGBT employees such as trust, commitment, and helping behaviours?

How can LGBT-friendly policies and practices enhance organizational performance?

### **Stereotypes of LGBT Leadership and Effectiveness**

How are LGBT leaders perceived in the workplace? Are there differences in leadership styles and perceived effectiveness among LGBT and non-LGBT leaders and followers?

How does the attribution of gay men as effeminate or lesbians as “butch” fit with the hegemonic masculinity stereotype of leadership?

What are some ways to promote an LGBT-representative leadership?

### **Legal Discrimination, Sexual Citizenship, and Heteronormative Environments**

What are some ways in which organizations and employers can foster a climate of inclusion in jurisdictions that sanction discrimination against LGBTs?

How do LGBT individuals exercise sexual citizenship and negotiate their identities in an LGBT-alien work environment (e.g. non-metropolitan areas)?

How do LGBT individuals negotiate their personal-professional identities in a hyper-heteronormative work environment, such as the military, sports, or the construction industry?

### **Journal Submission guidelines:**

Consideration will be given to theoretical and empirical papers for this special issue. The format of papers should not exceed 40 pages including references, tables, and figures. Please submit your manuscripts through the Manuscript Central online system <http://mc.manuscriptcentral.com/cjas1> and specify that your submission is for the special issue on LGBTs in the workplace. . Please do not submit to the special issue any earlier than **September 30<sup>th</sup>, 2015**.

### **References**

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- Ng, E. S., Schweitzer, L., & Lyons, S. T. (2012). Anticipated discrimination and a career choice in non-profit: A study of early career Lesbian, Gay, Bisexual, Transgendered (LGBT) Job Seekers. *Review of Public Personnel Administration*, 32(4), 332-352.
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## Call for Papers and Conferences [cont'd]



### Call for Papers

#### Africa Academy of Management 3rd Biennial Conference

Hosted by: Strathmore Business School, Nairobi, Kenya

Conference dates: January 5-10, 2016

Conference Theme: Managing Africa's Future: Prospects and Challenges

Africa's image has recently taken a positive turn to attract headlines, such as Lions on the move: The progress and potential of African economies (McKinsey, 2010); Africa rising (The Economist, 2011); and, Cracking the next growth market: Africa (Harvard Business Review, 2011). This African renaissance presents both challenges and opportunities for management scholars. It also presents an opportunity for management scholars to reflect upon the meaning of these challenges and opportunities for theory and practice.

In accordance with the theme of the conference, Managing Africa's Future: Prospects and Challenges, we invite conceptual and empirical papers, on topics that engage with how management of organizations and knowledge could be harnessed to propel Africa's future and prospects. The papers can draw on theories from the different management disciplines as well as other relevant theoretical frameworks. Though not exhaustive but some of the following questions are worth considering:

What type of management theories, philosophies and concepts have helped contribute to or hinder an Africa rising?

How can post-colonial theories provide insight into the transformation of management and administrative systems inherited during colonialism?

How are some of the root causes of challenges to organizations in Africa being tackled through management and organization interrogation and engagement?

What does good management and leadership look like in organizations in Africa?

How might indigenous approaches to management benefit African managers and organizations?

What human resource management strategies are needed to build the skills and knowledge of the labor force?

What management challenges face organizations in Africa as it tries to harness and build on the expanding workforce towards sustainable and inclusive growth?

How do organizations nurture Africa's young growing workforce with relevant training and development?

What are some examples of best management practices in African organizations?

Do Africa's diverse cultures, languages and ethnicities present opportunities or challenges for managing and developing capable institutions?

Does the recent arrival of China, alongside the existence of western historical presence on the African continent present particular management challenges?

What does sustainability mean within the African renaissance phenomenon?

How do emergent technologies, such as mobile banking and mobile based applications enhance marketing channels and business activities?

With the growing importance of natural resources such as new energy finds, how can new entrepreneurial efforts enhance local development?

What are best practices in governance in public, government, and non-profit organizations? And how can we promote transparency, accountability and institutional effectiveness in African enterprises.

What could be some measures/solutions that could help public organizations in Africa improve on issues like administrative development, reforms, meet complexity, manage crises, and reduce corruption?

How do preparing future managers and leaders in African institutions elicit increasing importance of public service education?

How do the strategic management theories of the firm (e.g., TCE, the RBV, the institutional view, competitive strategy & dynamics, etc.) apply to the African context? What differences in the African context alter these theoretical models and how can it used improve firm outcomes?



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

### Review Process

All papers will go through a blind peer-review process and will be reviewed for originality, rigor and relevance.

Given the theme of the conference, academic contributions are invited in the following tracks:

### Submission Tracks

#### Track 1: Entrepreneurship and Small Business

(Chair: Professor Benson Honig, Teresa Cascioli Chair in Entrepreneurial Leadership, DeGroote School of Business McMaster University, Hamilton Ontario, Canada)

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. We are particularly interested in papers with unique contributions related to incubation, nascent entrepreneurship, microcredit, ownership succession, incubation, microenterprise promotion and training, transnational entrepreneurship, social entrepreneurship, and sustainable entrepreneurial innovations in Africa.

#### Track 2: Organizational Behavior and Human Resource Management

(Chair: Professor Jenny Hoobler, Associate Professor of Management, University of Illinois at Chicago)

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, diversity, performance appraisal, recruitment, selection, staffing, training, labor relations, career development and management of human capital.

#### Track 3: Public Policy, Administration of Government, and Non-governmental Organizations

(Chair: Professor Tarek Hatem, Professor of Strategic Management and Entrepreneurship, Director of Entrepreneurship and Leadership Unit, School of Business, American University in Cairo)

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: Professor Amon Chizema, Chair in International Business and Strategy, Head of Discipline, International Business, Strategy and Innovation, Loughborough University)

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 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 inter-organizational 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, effects of transnationalism on organizations, 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.



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

### **Track 5: General Management**

(Chair: Dr. Akhentoolove Corbin, Lecturer, and Chair - Management Subject Area Group, Department of Management Studies, Cave Hill Campus, University of the West Indies)

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: Professor Constant Beugré, Professor of Management and Chair of the Department of Business Administration, Delaware State University)

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. PDW sessions will not appear in the proceedings. Submissions should describe the activities, goals and time/equipment required and should be submitted to the PDW Chair: Professor Constant Beugré at [cbeugre@desu.edu](mailto:cbeugre@desu.edu) by June 30, 2015.

Doctoral Consortium & Junior Faculty Consortium. (Chair: Professor David Zoogah, Associate Professor, School of Business and Management, Morgan State University)

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. Queries about the consortium should be sent to [david.zoogah@morgan.edu](mailto:david.zoogah@morgan.edu).

### **Key Dates:**

Papers Submission/PDWs: – 30 January till 30 June 2015

Notification of Acceptances: – 30 August 2015

Conference Registration Deadline: – 30 October 2015

### **Proceedings:**

Accepted papers will be published in the Conference Proceedings. There will be a best paper award in each track. Winners will receive a certificate and the paper will be highlighted in the conference program. Best papers will also be considered for publication in the Africa Journal of Management (AJOM) subject to the journal's blind review process. Please check the AJOM website at <http://explore.tandfonline.com/page/bes/ajom>

### **For enquiries contact:**

#### **Conference Chairs:**

Dr. Elham Metwally (American University in Cairo, Egypt email: [elhamkamal@gmail.com](mailto:elhamkamal@gmail.com))

Dr Nceku Q Nyathi (University of Cape Town, South Africa email: [nceku.nyathi@gsb.uct.ac.za](mailto:nceku.nyathi@gsb.uct.ac.za))

#### **Program Committee:**

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Dr. Constant D. Beugré, email: [cbeugre@desu.edu](mailto:cbeugre@desu.edu)

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Dr Judy Muthuri, email: [Judy.Muthuri@nottingham.ac.uk](mailto:Judy.Muthuri@nottingham.ac.uk)

AFAM Website: <http://www.africa-aom.org/default.asp>;

Conference Website: <http://www.africa-aom.org/>





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

## GDO INFORMATION STREAM

### *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-Listsers has 932 members and this number has grown steadily during the last few years.

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

It is an efficient way to stay on top of **specific news** relevant to **Scholars, Students and Practitioners Interested in Incorporating Issues of Equity, Equality and Inclusion into Studies of Labor and Organizations**. 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?SUBEDI=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.aonline.org](http://www.aonline.org), select the "Member Services" at the top of the page, then select "Benefits and Services". Links to all AOM listservs are located under "Expand your Professional Network" tab about half way down this page. 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>

## 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:**  
**Charmine E. J. Härtel**  
**The University of Queensland**  
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### *Have a submission for the GDO Newsletter?*

The GDO newsletter is excited to post news about GDO members. If you have announcements concerning conferences, calls for papers, book or article publications, awards, honors or promotions, or memorial announcements for those we have lost, please send them in—we would love to hear from you!

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

Associate Editor: Ranjna Patel ([patelr@cookman.edu](mailto:patelr@cookman.edu))