Contributors

Deirdre Anderson is a Senior Lecturer in Organizational Behaviour at Cranfield School of Management. Her research interests include diversity and inclusion, gendered careers and flexibility with a focus on the challenges faced by senior professionals in meeting demands from both the work and non-work domains. Deirdre has published in British Journal of Management, Gender in Management: An International Journal and Human Relations. Deirdre is currently Director of the Executive MBA Programme at Cranfield.

Susan M. Barnett is a Visiting Fellow in the Department of Policy Analysis and Management at Cornell, where she studies the underrepresentation of women in science, the development and application of reasoning ability (for example, intelligence, transferable learning, group differences), and policy implications of each. Her publications include articles in Psychological Bulletin on transfer of learning and women’s underrepresentation in science. She holds graduate degrees from Harvard (MBA) and Cornell (PhD in developmental psychology).

Seth A. Berry earned his PhD in applied psychology (December 2012) from Southern Illinois University Carbondale. His research interests include organizational issues relating to race and gender diversity, in addition to studying perceptions of stereotyped anthropomorphic avatars in synthetic environments. He is currently working in the applied research field.

Gargi Bhattacharya is currently employed as a manager for Talent Management Analytics and Solution (TMAS), a Center of Excellence (COE) within Marriott International Inc. (HQ). She manages business intelligence research involving development and use of workforce metrics and gender and diversity issues as they relate to legal compliance and organizational justice. She has a masters in applied industrial/organizational psychology from University of Calcutta, India, and is earning her PhD in applied psychology from Southern Illinois University Carbondale (SIUC).

Diana Bilimoria, is KeyBank Professor and Professor of Organizational Behavior at the Weatherhead School of Management at Case Western Reserve University. She is co-author of Gender Equity in Science and
Contributors

Engineering: Advancing Change in Higher Education, Women on Corporate Boards of Directors: International Research and Practice, and Handbook on Women in Business and Management. She has published several journal articles and chapters in edited volumes. She has served as the chair of the Gender and Diversity in Organizations Division of the Academy of Management and as editor of the Journal of Management Education. She has been internationally recognized for her scholarship, leadership and service.

Stacy Blake-Beard is a Professor at Simmons School of Management where she focuses on the challenges and opportunities offered by mentoring relationships, and on how these relationships may be changing as a result of increasing workforce diversity. She received a 2010–11 Fulbright Award to support her project entitled ‘Systems of Sustenance and Support: Exploring the Impact of Mentoring on the Career Experiences of Indian Women’, in partnership with the Center for Leadership, Innovation and Change at the Indian School of Business in Hyderabad, India. She consults with a number of organizations on issues of diversity, implementing formal mentoring programmes and team building for organizations. She currently serves in an advisory capacity for Catalyst’s Women of Color Project and Harvard Medical School’s Office of Diversity and Community Partnerships.

Lesley Brook is a Director of Brook Graham Limited, a global diversity and inclusion consultancy firm whose clients comprise leading multinational corporations. Before co-founding the company in 2004, Lesley held a range of senior human resources and diversity roles in Shell International, based both in the UK and South Africa. She has extensive experience of managing organizational and cultural change in multinational settings. She has also served on the college council of King’s College, University of London.

Ronald J. Burke is Emeritus Professor of Organization Studies at the Schulich School of Business, York University, and he is also affiliated with ESADE in Barcelona. His research interests include women in management, women in science, crime and corruption in organizations, work and health, improving human resource management practices in workplaces and bringing about organizational changes that foster both individual and organizational health.

Suzette Caleo is a Visiting Assistant Professor of Management and Public Administration at Louisiana State University, where she teaches classes in human resource management and organizational behaviour. She received her PhD in social psychology from New York University and her BA in psychology from Florida International University. In her research, she
examines contextual factors that influence workplace discrimination and investigates issues related to organizational justice.

Shani D. Carter is a Professor of Management and Special Assistant to the VPAA for Student Outcomes Assessment at Rhode Island College. Her PhD in personnel/human resource studies, labor economics and research methods, MS in personnel/human resource studies and labor economics and BA in government are from Cornell University. She teaches human resources, compensation, labor relations, and business, government, and society. She has published articles on training methods, cognitive ability, affect, skill certification, measurement, coefficient alpha, skills shortages, diversity and labor force projections.

Susan S. Case is a Professor of Organizational Behaviour and both women and gender studies and social justice at Case Western Reserve University. Her research interests include gender communication in organization; gendered workplace cultures; women in science; women's career-in-life integration; organizational inclusion and traditional wisdom; integrity and moral courage in organizations. She has published extensively in these areas. Her work on religion and business has led to her selection as a Kaufman Scholar at University of Maryland for 2012–13. She is past vice-president and president-elect of the International Organization for Communication, Language and Gender and has been on the executive board for the Academy of Management’s Gender and Diversity Division.

Sarah Dinolfo works at Catalyst where she directs research that examines and addresses barriers to women’s professional advancement. Drawing on her consulting experience with Fortune 500 companies, she provides organizations with a better understanding of issues facing both women and men at work and provides tools to create more inclusive work environments. Sarah’s areas of study include mentoring and sponsorship, men’s role in workplace inclusion, and the unwritten rules of advancement. As part of the Catalyst Award Evaluation Committee, she has worked with many organizations to evaluate, recognize, and enhance their inclusion initiatives. Sarah holds a MA in Industrial-Organizational psychology from Southern Illinois University at Edwardsville.

Elena Doldor is a Lecturer in Organizational Behaviour at the School of Business and Management, Queen Mary University of London (Centre for Research in Equality and Diversity), and a Visiting Fellow at Cranfield School of Management (International Centre for Women Leaders). Her research examines organizational politics from a gender perspective, diversity on corporate boards and the role of executive search consultants in increasing board diversity. She published in the British Journal
of Management and wrote several book chapters and reports on these topics. In 2007, Elena was a Fulbright visiting scholar at Northwestern University, USA.

Hetty van Emmerik is Full Professor of Organizational Theory and Organizational Behavior at the Department of Organization and Strategy, Maastricht University School of Business and Economics, the Netherlands. She is (co-)author of over 100 articles, chapters and books. Her research interests broadly include organizational theory and behaviour and (strategic) human resource management issues such as social relationships within organizations (for example, leadership and working within teams, mentoring, networking, social support issues) and the association of these topics with various career outcomes at the team and at the individual level (for example, team satisfaction, commitment, burnout and work engagement). Complementary interests include international management, gender differences, diversity within the working context and differential preferences of employees.

Sandra L. Fielden is a Senior Lecturer in Organizational Psychology in the Manchester Business School at the University of Manchester and a chartered occupational psychologist. This year she was involved in the Cabinet Office’s campaign for the promotion of diversity on public boards. She is well-published with numerous journal papers, book chapters and is the co-editor of three books, including one recently published authored book Minorities in Entrepreneurship (with M.J. Davidson and G. Wood).

Katherine Giscombe leads the Catalyst initiative to address the specific challenges faced by diverse women around the world. She directed Catalyst’s groundbreaking study, Women of Color in Corporate Management: Opportunities and Barriers, and several subsequent in-depth research studies on women of color. At Catalyst, she has also led several consulting engagements designed to improve inclusiveness of work environments. Dr. Giscombe has extensive corporate work experience, having supported marketing and new product development at a variety of Fortune 500 companies prior to joining Catalyst. She combines her doctoral training in Organizational Psychology from the University of Michigan and at the Institute for Social Research with her experienced-based perspective and research to design and conduct unique, comprehensive, and solutions-based research.

Jacey Graham is a Director of Brook Graham Limited, a global diversity and inclusion consulting firm whose clients are large multi-national organizations. Prior to co-founding the company in 2004, she was head of diversity strategy at Shell and before that spent 20 years in the financial
services sector, where she held corporate roles in talent management, diversity, leadership development and executive succession. Jacey is a visiting fellow at Cranfield’s International Centre for Women Leaders and author of *A Woman’s Place is in the Boardroom* and its sequel *The Roadmap*.

**Amit Gupta** is an Associate Professor in the area of Organizational Behaviour at the Management Development Institute, Gurgaon, India. He has also served as a faculty member at the Indian Institute of Management at Bangalore and Indore. His research interests are in the fields of organization change, structures and processes, leadership and data modelling.

**Charmine E.J. Härtel**, is Head of Management and Chair of Human Resource Management and Organisational Development at the UQ Business School, The University of Queensland, Brisbane Australia. Charmine is a registered member of the College of Organizational Psychologists (Australia), Fellow and President of the Australian and New Zealand Academy of Management and Program Chair of the Gender and Diversity in Organizations Division of the US Academy of Management. She is recognized internationally as a leading expert in the areas of diversity management and workplace well-being. Her pioneering work on the characteristics of positive and negative work environments has identified a number of the individual, group and organizational drivers of unhealthy and toxic work environments along with the leadership and human resource management strategies and practices to turn such situations around. Her work appears in over 60 book chapters and 85 refereed journal articles. She has won numerous awards internationally for her research, including five awards for innovation in organizational practice.

**Günter F. Härtel** is Director of Biostatistics, Global Clinical Research and Development for CSL Limited. He is an expert in computationally intensive statistics, clinical trial design, complex datasets and field research methodologies. His published research focusses on areas of social significance, including use of online survey methodologies to reach under-represented populations, decision-making algorithms to support people working in high-risk environments and predictors of employee and consumer well-being.

**S. Alexander Haslam** is Professor of Organizational Psychology and Australia Laureate Fellow at the University of Queensland. His research focuses on social identity in social and organizational contexts, as represented in recent books: *The New Psychology of Leadership: Identity, Influence and Power* (with Reicher & Platow, 2011) and *Psychology in
Contributors


Rosanne Hawarden recently completed a doctorate in Business and Administration, Massey University, New Zealand, on the networks of women directors. She is co-founder and South Island Chairperson of Women on Boards New Zealand Inc. She is a Director of a company representing Syspro, an international accounting (ERP) software house. Rosanne serves on the boards of several not-for-profit organizations. Her interest in Indo-Pacific trade networks has led to skills in maritime archaeology.

Madeline E. Heilman is Professor of Psychology at New York University where she served as coordinator of the industrial/organizational psychology programme for over 20 years. She received her PhD from Columbia University and was a member of the faculty at Yale’s School of Organization and Management. Professor Heilman currently serves on the board of the Journal of Applied Psychology. Her research has focused on sex bias in work settings, the dynamics of stereotyping and the unintended consequences of preferential selection.

Margaret M. Hopkins is an Associate Professor of Management in the College of Business and Innovation at the University of Toledo. She earned her masters and doctoral degrees from Case Western Reserve University. Her research interests include gender and leadership and leadership development. She has published in journals such as Career Development International, Group and Organization Management, Human Resource Management and the Journal of Business Ethics as well as in numerous edited volumes.

Stephen V. Horner received his PhD from the University of Missouri (2006), his MBA (1991) and his BA in political science (1975) from Emporia State University and completed post-graduate work at Wichita State University (1994). He is Assistant Professor of Management at Pittsburg State University. His research in corporate governance focuses on the involvement of boards of directors in firm strategic change. Current empirical work examines the board’s role in chief executive officer (CEO) turnover and succession. Teaching interests include strategic management and organization theory.

Carianne M. Hunt completed her PhD in Organizational Psychology at Manchester Business School and has a masters in health research from the Institute for Health, Lancaster University. Carianne has been involved
in numerous research studies in relation to equality and diversity in the workplace, such as European funded research into e-coaching and female entrepreneurship and has also worked on research into sexual harassment, funded by the Commission for Equality and Human Rights.

Merel M.S. Kats holds a degree in Business Administration and graduated from Vrije University, Amsterdam, the Netherlands. Currently, she is a consultant at Deloitte, where her work focuses on customer relation management (CRM) strategies and how information CRM systems can be improved. Her scientific research involves topics such as leadership and gender issues, working after retirement, ambidextrous learning in organizations and career satisfaction.

Savita Kumra is a Senior Lecturer at Brunel Business School. Savita is a Visiting Fellow at Cranfield International Center for Women Leaders and is also International Research Fellow in the Novak Druce Centre for Professional Services at the Said Business School, University of Oxford. Savita’s research interests focus on diversity, the gendered nature of the career development process in the professional services and the importance of developing and deploying key career enhancement strategies, for example, impression management. She has published in British Journal of Management, Gender, Work and Organization and Journal of Business Ethics. She has recently published her first book, co-authored with Dr Simonetta Manfredi: Equality and Diversity Management: Theory and Practice, published by Oxford University Press, which has just won the CMI Management and Leadership Textbook of the Year 2013.

Xiangfen Liang holds a PhD in Organization Behaviour from City University of Hong Kong and a BS and MS in Psychology from Beijing Normal University. Dr Liang currently works in marketing research and strategy consulting. Prior to her career in industry, Xiangfen worked at Case Western Reserve University as a research staff member. She is co-author of Gender Equity in Science and Engineering: Advancing Change in Higher Education, published in 2012. She has written several articles in the areas of employee turnover behaviours, gender diversity and organizational transformation.

Sharon Mavin is Professor of Organisation and HRM at Newcastle Business School, Northumbria University, UK, and previously Dean and Associate Dean. Her research interests focus upon doing gender well and differently; Queen Bee, female misogyny, women’s intra-gender relations and management careers; leadership, identity and emotion work in management and leadership. Sharon is co-editor of Gender in Management: An International Journal and has recent publications in Gender Work and
Lynda L. Moore has taught for over 30 years at the Simmons School of Management. Professor Moore teaches MBA and executive courses in gender, diversity and leadership, global mindset, culturally intelligent leadership and cross cultural comparative analysis of women leaders. She is Chair of the Organizational Behavior and Management Department and Faculty Affiliate of the Center for Gender and Organizations. Her research and numerous publications focus on women in global leadership, gender, diversity and leadership across cultures and the development of culturally sensitive leadership models. Professor Moore is a fellow of the Leadership Trust Foundation, UK, teaches at the Indian School of Business and was the recipient of a Fulbright fellowship to the United Arab Emirates.

Joel T. Nadler is an Assistant Professor of Psychology at Southern Illinois University Edwardsville. His research interests include gender bias in selection and performance appraisal, sexual harassment, adverse impact (EEO law) and assessing inclusive diversity practice. He has consulted with organizations on areas such as organizational climate and culture, programme evaluation, organizational development, selection validation and study design and methodology. He is active in several professional organizations including the Society for Industrial Organizational Psychology (SIOP) and the Society for the Psychological Study of Social Issues (SPSSI).

Stella M. Nkomo is a Professor in the Department of Human Resource Management at the University of Pretoria, South Africa. Her internationally recognized research on race, gender and diversity in organizations has been published in numerous journals, edited volumes and books. Her current research focuses on how multicultural women become authentic leaders. She serves on the editorial boards of a number of management journals and is an associate editor of the British Journal of Management.

Julie S. Nugent is Senior Director at Catalyst Research Center for Corporate Practice and examines organizational diversity efforts, change models, career experiences and perceptions of women and men professionals across various levels and industries. She has authored numerous external book chapters as well as many Catalyst publications, including a suite of company practices and Catalyst Award-winning initiatives; Making Mentoring Work and related tools; and Global Lesbian, Gay, Bisexual, and Transgender Inclusion: Advocating Change Across Contexts. Julie received her MA in Industrial/Organizational psychology from New York University and taught a course on gender in the workplace as former
Adjunct Assistant Professor at New York University’s Robert F. Wagner School of Public Service.

**Angela J. Oetama-Paul** is a doctoral student in the Department of Organizational Behavior at Case Western Reserve University. Her research interests include identity and emotion in organizations, workplace gender communication and examining the impact of human-natural environment relationships in fostering employee pro-environmental behaviours at work.

**Dawn M. Ohse** is a survey manager at RTI International and PhD candidate at Southern Illinois University Carbondale. Her research interests include gender stereotypes and sexual harassment in the workplace. As part of the Personnel and Organizational Strategies for Security and Defense program at RTI, Dawn conducts behavioural social science research for public and private sector clients, such as the Department of Defense and Department of Homeland Security, to improve personnel and organizational effectiveness.

**Deborah A. O’Neil**, is an Associate Professor in the Department of Management, College of Business Administration, Bowling Green State University in Bowling Green, Ohio, USA. She earned her PhD in organizational behaviour at Case Western Reserve University in Cleveland, Ohio. Her research on career and leadership development has appeared in such journals as *Career Development International, Journal of Business Ethics and Consulting Psychology Journal*. Deborah also serves as a consultant for private, public and non-profit organizations.

**Kim Peters** is Lecturer in Organizational Psychology at the University of Queensland, Australia, and Honorary Fellow at the University of Exeter, England. Her research focuses on the social structural implications (including for organizational diversity and career trajectories) of social identity processes in social and organizational settings. Her work has been published in leading journals in social and applied psychology, including *Journal of Personality and Social Psychology* and *Journal of Management*.

**Camilla Quental**, PhD, is an Assistant Professor in Management and Human Resources at Audencia Nantes School of Management, France. Her research focuses on gender and diversity in organizations, women’s careers and professional identity. She received a masters degree from Sciences Po Paris and a PhD in Management from HEC Paris, having completed her doctoral thesis on the topic of women’s careers in professional services firms and the ‘glass ceiling’ phenomenon in these firms. She published her research in academic journals such as *Revue de Gestion des*
Camilla was a visiting scholar at Darden School of Business, University of Virginia, USA. She speaks regularly at academic and practitioner conferences in Europe and in Brazil, and is a member of the steering committee of the UN PRME Working Group on Gender Equality.

Michelle K. Ryan is Professor of Social and Organizational Psychology at the University of Exeter and Professor of Diversity at the University of Groningen. She specializes in research into gender and gender differences. With Alex Haslam, she uncovered the phenomenon of the glass cliff, whereby women are more likely to be placed in leadership positions that are risky or precarious. This research was named by the *New York Times* as one of the top 100 ideas that shaped 2008.

Ruth Sealy is a Senior Research Fellow and Deputy Director of the Cranfield International Centre for Women Leaders. Ruth has led the research for the UK’s annual Female FTSE *Women on Boards* report since 2007 and was the UK academic representative at the EU Justice Commissioner’s Forum on women on boards in Oslo in May 2012. Ruth’s research interests cover many aspects of women in leadership. She speaks regularly at academic and practitioner conferences, lectures on postgraduate courses and has written a number of book chapters and journal articles. Prior to joining Cranfield in 2004, Ruth was an entrepreneur.

Fiona Sheridan is currently a Lecturer in adult and continuing education at the National University of Ireland, Galway (NUIG). She has taught previously in the Department of Management at NUIG in the areas of human resource management and organizational behaviour, as well as in Galway Mayo Institute of Technology and several other institutes of education throughout Ireland. Fiona has developed a personal and professional development programme for second level students and is currently working with several schools. Fiona completed her PhD at the University of Limerick in the organizational behaviour field, exploring how sex of voice may impact the prejudice experienced by female leaders.

Vasanthi Srinivasan is an Associate Professor in the area of Organizational Behaviour and Human Resources Management (HRM) at the Indian Institute of Management Bangalore. Her areas of interest are women in management, ethics teaching in business schools, generational diversity and HRM in rapid growth organizations. Her current research project is with the Society for Human Resource Management India on multi-generational diversity in the workplace in India.
Margaret S. Stockdale is Professor and Chair, Department of Psychology at Indiana University-Purdue University at Indianapolis. She is the co-author and co-editor of five books, including *The Psychology and Management of Workplace Diversity* (Blackwell, 2004), and *Sex Discrimination in the Workplace: Multidisciplinary Perspectives* (Blackwell, 2007). She has also published widely on sexual harassment and sex discrimination and has served as an expert witness for both plaintiffs and defendants in sex discrimination cases. She is a Fellow of the American Psychological Association (APA) and Society for the Psychological Study of Social Issues (SPSSI).

Nasreen Sultana has a masters by research in management from the University of Queensland and is currently a PhD candidate in the UQ Business School. Ms Sultana’s research focuses on issues migrant women face in gaining entry and advancing in management positions. She has published one refereed journal article and is a frequent speaker on the topic.

Rachel Sumner received her BA in Psychology from Hobart and William Smith Colleges and she is currently pursuing her PhD in Human Development at Cornell University. Her research interests revolve around issues affecting disadvantaged and underrepresented groups, such as women in science, technology, engineering and medical (STEM) fields and college students with a concealable stigmatized identity. Rachel also enjoys seeing positive reinforcement in action as she works on training her rescue dog, Daphne.

Jeffrey M. Turell co-authored the chapter on faculty career stages while he was a research associate with Diana Bilimoria at Case Western Reserve University, where he earned his master of public health. He collaborated on the ACES programme, presenting nationally at the NSF-ADVANCE conference. Currently he practices medicine in Northeast Ohio. Having written a children’s book, he is pursuing publication. He resides in Greater Cleveland with his wife, two children and hound dog Trio.

Alix Valenti is an Associate Professor of Legal Studies and Management in the School of Business at the University of Houston-Clear Lake. She holds a PhD in Management from the University of Texas at Dallas, a JD from St. John’s University School of Law and a Masters in Law from NYU School of Law. Her primary areas of teaching are organizational behaviour, business law and compensation. Prior to joining the faculty, she was a principal at a large human resource consulting firm.

Susan Vinnicombe is Professor of Organisational Behaviour and Diversity Management and Director of the International Centre for Women Leaders
Contributors

Susan Vinnicombe, Ronald J. Burke, Stacy Blake-Beard and Lynda L. Moore - 9780857938961
Downloaded from Elgar Online at 03/01/2019 10:02:02PM via free access

at Cranfield School of Management and the Deloitte Ellen Gabriel Chair in Women and Leadership at Simmons College, Boston, USA. Her particular research interests are gender diversity on corporate boards, women’s leadership styles and the issues involved in women developing their managerial careers. Susan has written ten books and over 100 articles, reports and conference papers. Susan was awarded an OBE for her services to diversity in the Queen’s New Year Honours List in 2005.

Jannine Williams is Lecturer in Organisational Behaviour at Newcastle Business School, Northumbria University, UK. Her research interests encompass processes of organizing; categories of social relations and constructions of difference, particularly disability and gender; women’s intra-gender relations and experiences of friendship at work; career studies with a focus upon boundaryless careers. She has co-edited a book Deaf Students in Higher Education. Current Research and Practice and published in the International Journal of Management Reviews and Studies in Higher Education.

Wendy M. Williams is Professor in the Department of Human Development at Cornell University, where she studies societal implications of intelligence and how to increase it. Williams founded (and now directs) the Cornell Institute for Women in Science, a research and outreach centre that studies and promotes the careers of women scientists. She holds a PhD in psychology from Yale University. Williams is author of nine books, including The Mathematics of Sex and Why Aren’t More Women in Science? (with Stephen J. Ceci).

Avivah Wittenberg-Cox is CEO of the consultancy 20-first. 20-first works with progressive companies interested in diversifying their leadership teams and optimizing both halves of the talent pool and both halves of the market – the female and male halves. 20-first works with CEOs, executive committees and managers to build gender ‘bilingual’ organizations. She is the author of two books HOW Women Mean Business, A Step by Step Guide to Profiting from Gender Balanced Business (Wiley, 2010) and WHY Women Mean Business: Understanding the Emergence of Our Next Economic Revolution (Wiley, 2008, co-authored with Alison Maitland).