Contributors

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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.

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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.

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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 Minority 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
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**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.

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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
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Ressources Humaines and Revue Internationale de Gestion. 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.

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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.

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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.

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**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*.

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**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).