Contributors

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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).

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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.

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.

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**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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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
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**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

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.

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**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.

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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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