Contributors

**Mary Ayre** has recently retired from a senior lectureship at the University of Glamorgan in Wales, UK, and is currently completing her PhD on women in the engineering profession at the University of South Australia (UNiSA). She has been active in women-in-engineering education, research, and advocacy for 30 years in the UK and Australia. In 1998 she received a national award from Engineers Australia for her work on gender inclusive curriculum with the Engineering Schools at UNiSA, and in 2010 she co-authored the book *Gender Inclusive Engineering Education* with the other authors of her chapter in this book.

**Diana Bilimoria, PhD** is KeyBank Professor and Chair 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 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.

**Inge L. Bleijenbergh, PhD** is Assistant Professor at Radboud University Nijmegen, The Netherlands. Her research involves gender in organizations, participatory research methods and policy change. She received European Union 7th framework research grants for the projects STAGES (Structural Transformation to Achieve Gender Equality in Science) and EGERA (Effective Gender Equality in Research and Academia). She is associate editor of *Gender, Work and Organization* and has published in journals such as *Social Politics, European Journal of Industrial Relations, Quality and Quantity, Equality, Diversity and Inclusion, Marriage & Family Review* and *European Journal of Employment Relations*.

**Dede Bonner, EdD** was awarded her doctorate degree in Executive Leadership from George Washington University. Dr. Bonner is an internationally known consultant, author, speaker and educator. As a part-time
professor at Curtin University in Australia, George Washington University in Washington, DC and other US universities, Dr. Bonner has taught diverse business and leadership courses for graduate students. She is the co-editor of the pioneering bestseller on knowledge management in *Action: Leading Knowledge Management and Learning* (2000). She was the member chief editor for ASTD’s acclaimed journal *T+D*, and her work has been presented in many international books, journals, keynote addresses, conference presentation and workshops.

**Kathleen Buse, PhD**, having started her career as an engineer, has worked in various technical and management roles for more than 25 years. Kathleen obtained her PhD in Management from Case Western Reserve University. Her research has been framed by her practical experience and has focused on women who persist in the STEM professions and includes professional and leadership development, women in leadership and women’s careers. Today Kathleen has faculty positions in the Leadership Lab for Women in STEM, the Weatherhead School of Management and the Case School of Engineering.

**Erin L. Cadwalader, PhD** is the Phoebe S. Leboy Public Policy Fellow at the Association for Women in Science (AWIS). She works to execute the organization’s mission of improving the professional ecosystem to help women in STEM achieve their full potential. Previously Dr. Cadwalader worked as a science policy fellow at Research!America, an advocate for the Utah Health Policy Project, and as a freelance science writer. She earned a PhD in Neurobiology and Anatomy from the University of Utah and a BS in Biochemistry from the University of Wisconsin-Madison.

**Wen Hsin Chang** is a third year Educational Psychology doctoral student at the University of Wisconsin-Milwaukee. She has a bachelor’s degree in Educational Psychology and Counseling, and a master’s degree in Educational, School and Counseling Psychology, with a specific focus on occupational counseling. Wen Hsin’s research interests include vocational psychology and multicultural counseling. She is interested in the effects of micro-aggression on individuals’ career decision making.

**Catia Figueiredo** is a third year Educational Psychology doctoral student at the University of Wisconsin-Milwaukee. She has a bachelor’s degree in Psychology, and a master’s degree in Educational and Developmental Psychology, with a specific focus on positive interventions in communities. Catia’s research interests include work in identity development, well-being promotion, and vocational psychology. She is interested in the
effects of creativity on learning and adjustment processes, as well as contextual approaches to work adjustment.

**Mary Fitzpatrick, PhD** holds a doctorate in Educational Psychology with a special emphasis on vocational and career psychology from the University of Wisconsin-Milwaukee, and is a licensed psychologist. She currently serves as a Director for Diversity Research and Initiatives in the College of Engineering at the University of Wisconsin-Madison. Prior to becoming a psychologist, Dr. Fitzpatrick was a practicing engineer and program manager in new product development for leading companies such as GE Healthcare and Microsoft. She holds an undergraduate degree in Biomedical Engineering and a master’s in Electrical Engineering. Her research interests include occupational sex and racial segregation, retention of underrepresented groups in science, technology and engineering and math (STEM) fields, workplace bullying and multicultural issues in the workplace.

**Nadya A. Fouad, PhD** received her doctorate from the University of Minnesota in Counseling Psychology. She is currently Distinguished Professor and Chair of the Department of Educational Psychology at the University of Wisconsin-Milwaukee and faculty member in the Counseling Psychology program. She was editor of *The Counseling Psychologist* and is on the editorial boards of the *Journal of Vocational Behavior* and the *Journal of Career Assessment*. Her work on cross-cultural vocational assessment and counseling, career development of women and racial/ethnic minorities, and interest management has earned her several awards. She is currently working with her colleague, Romila Singh, on two large NSF-funded studies to examine the persistence and engagement of men and women in engineering careers.

**Judith Gill** is an Adjunct Associate Professor in Education at the University of South Australia. Her previous research interests have included gender in educational contexts, girls and mathematics and comparisons between single sex schooling and coeducation. More recently she has led investigations into aspects of women and work and citizenship education. She has authored, co-authored and edited seven books on these and related topics along with many research publications. Her most recent publication is *Challenging Knowledge, Sex and Power: Gender, Work and Engineering* (2013).

**Joan M. Herbers, PhD** is Professor of Evolution, Ecology and Organismal Biology and of Women’s, Gender, and Sexuality Studies at the Ohio State University. Trained as an ecologist, she studied the inner working of ant colonies for most of her academic life, and recently has developed
expertise in gender equity issues. She is currently Principal Investigator of Comprehensive Equity at Ohio State (CEOS), an NSF-funded ADVANCE Institutional Transformation Award, and is Past President of the Association for Women in Science.

Channah Herschberg is a PhD candidate at the Institute for Management Research, Radboud University Nijmegen, The Netherlands. She did a BSc in Psychology and an MSc in Human Resource Management and Organisational Analysis. Her research interests include gender and diversity, academic careers, sustainable careers, and organizational norms. Channah has been involved in a research project on gender in the career paths of ERC applicants. Her PhD project focuses on gender and precarious workers in academia in seven countries. This project, Gendering the Academy and Research: Combating Career Instability and Asymmetries (GARCIA), is part of the EU 7th framework program.

Charlotte Holgersson, PhD is a researcher at the Department of Industrial Economics and Management at KTH Royal Institute of Technology, Sweden. Her research is located in the intersection between organization and management studies and gender studies. She defended her doctoral thesis in 2003 at the Stockholm School of Economics. One of her main empirical concerns has been the perpetuation of men’s dominance of top positions in organizations but she is also interested in processes of change and several of her research projects focus on both gender equality and diversity practices in organizations.

Pia Höök, PhD has been the global diversity manager at Skanska Group since 2012. Prior to that, she was diversity director at Volvo Group. She has a PhD in Business Administration from Stockholm School of Economics and she became an associate professor of organization, management and gender at the Royal Institute of Technology in 2010. She has been a visiting scholar at Stanford University twice, and she has been an expert contributor to several governmental studies and delegations on gender equality. The main focus of her research is gender equality work in organizations.

Xiangfen Liang, PhD holds a PhD in Organization Behavior from City University of Hong Kong and a BS and MS in Psychology from Beijing Normal University. Xiangfen has worked in industry in marketing research and strategy consulting, and 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 behaviors, gender diversity, and organizational transformation.
Linley Lord, DBA is an Associate Professor and the Chair of the Academic Board at Curtin University. She is the Academic Director for the Curtin Leadership Centre and the Director of the Maureen Bickley Centre for Women in Leadership (MBC) at Curtin’s Graduate School of Business. Dr. Lord has presented her research on women in non-traditional areas of employment, women’s experience in leadership roles, new models of leadership, and women on corporate and university boards at key international conferences in Europe, the UK and the US. Dr. Lord is a member of the Chamber of Minerals and Energy (WA) Women in Resources Reference Group, and has been a sessional member of the Western Australian State Administrative Tribunal since its inception in 2005.

Sally Male, PhD undertakes research on engineering education and women in engineering at the University of Western Australia (http://uwa.academia.edu/SallyMale). Current projects include: industry engagement in engineering degrees; and gender inclusivity of engineering students’ experiences of workplace learning. Sally has honors in electrical engineering and a PhD in engineering education. Sally previously worked at Curtin University and has served on the State and National Women in Engineering Committees of Engineers Australia. Sally is a Fellow of Engineers Australia and is the Western Australian Convenor of the Women in Science Enquiry Network.

Melissa Marinelli is a final year doctoral researcher and Research Associate at Maureen Bickley Centre for Women in Leadership at Curtin University. She holds bachelor and postgraduate engineering degrees from the University of Western Australia and has worked primarily in the oil and gas industry, in technical and managerial roles. She was the Chair of Engineers Australia Women in Engineering group in Western Australia from 2008 to 2010. Melissa is passionate about engineering careers for women, and is committed to increasing the representation of women in engineering and non-traditional industries through research, advocacy, education and example.

Julie Mills, PhD is Professor and Head of Civil Engineering at the University of South Australia. Prior to entering academia she worked for 15 years as a structural engineer in private industry. Julie has received several national and university teaching grants and awards and co-authored a book on Gender Inclusive Engineering Education (2010). She was convenor of Australia’s Women in Engineering Committee from 2004–06 and co-authored Challenging Knowledge, Sex and Power:
Gender, Work and Engineering (2013) based on a decade of research on women in the engineering workplace.

**Margaret Nowak, PhD** is an Emeritus Professor at the Curtin Graduate School of Business. Professor Nowak was the founding Director and Head of School of the Curtin Graduate School of Business from 1993 to 2003. Since then, she has continued to undertake research and doctoral supervision in the areas of governance, leadership, corporate social responsibility and labor market economics. Recent research programs have included collaboration in research on nursing leadership and a project on issues around the return to work following maternity leave. Professor Nowak gained her PhD from Murdoch University. She is a Fellow of the Australian Institute of Company Directors, with extensive board experience.

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**Romila Singh, PhD** received her doctorate in Organizational Sciences from Drexel University. She is an Associate Professor at the University of Wisconsin-Milwaukee Lubar School of Business. She is currently a representative-at-large at the Careers Division of the US Academy of Management. Romila’s research focuses on understanding career management issues related to career choices, work–life relationships, retention and turnover decisions of women and people of color. Her research has appeared in leading journals in management and vocational behavior and in several book chapters. With her colleague Nadya Fouad, she is working on two large National Science Foundation (NSF) grants to investigate engineers’ engagement, persistence, and turnover decisions.

**Lineke Stobbe** is a senior lecturer and curriculum coordinator at the Windesheim Honours College, Windesheim University of Applied Sciences, Zwolle, the Netherlands. She has done research on gender and work, mainly in male dominated organisational contexts, in the 1990s and the beginning of the 2000s. Currently, she educates talented and
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**Marieke van den Brink, PhD** is Associate Professor in Strategic Human Resource Management at the Radboud University Nijmegen. She researches the place and functioning of gender and diversity in organizations and the possibilities for change. Her PhD research, ‘Behind the Scenes of Science’, focused on the various gender practices tied in with professorial recruitment and selection, such as gatekeeping, micropolitics and the construction of scientific excellence. She is currently working on a large-scale case study research on diversity, organizational learning and change, and a comparative research on gender and precarious workers in European universities.

**Marloes L. van Engen, PhD** works at the Department of Human Resource Studies, Tilburg University. Marloes is also Gender Policy Advisor for Tilburg University. Her research interests are in the areas of sustainability in career and care, work–family issues in organizations, diversity, inequality and inclusion in organizations, gender in academia, stereotypes and status in teams. She has published in *Psychological Bulletin, Leadership Quarterly, Organizational Behavior and Human Decision Processes, Journal of Organizational and Occupational Psychology, Journal of Social Issues*, and *International Journal of Human Research Management*.

**Claartje J. Vinkenburg, PhD** is Associate Professor of Organizational Behavior and managing director of the Amsterdam Center for Career Research (ACCR) at VU University Amsterdam. Her PhD (VU, 1997) concerned gender in managerial behavior and effectiveness. She has been a visiting scholar at Northwestern University, USA and is a visiting professor at ESADE, Barcelona. Claartje’s research relates to gender, diversity, leadership, and careers in organizations including professional service firms and in science. As principal investigator, Claartje studies gender in the career paths of ERC applicants, on a CSA-grant commissioned by the ERC (2012–14). She has written for and edited various academic and professional publications.

**Anna Wahl, PhD** is Professor of Gender, Organisation and Management at the Royal Institute of Technology (KTH), Stockholm, and guest professor at Tema Genus, Linköping University. Her current research interests are the gendering of management in different contexts, work for change and the impact of gender equality in organizations. Recent publications include articles in *Leadership through the Gender Lens*.

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(2010); Husu, Hearn, Lämsä and Vanhala (eds), On the Shoulders of Giants (2011); Jenssen and Wilson (eds) and NORA (Nordic Journal of Feminists and Gender), Male Managers Challenging and Reinforcing the Male Norm in Management (2014).