Contributeors

Rebekah Bennett is a Senior Lecturer in the School of Advertising, Marketing and PR at QUT. She holds a Bachelor of Commerce degree, with first class honours, from Griffith University and a PhD from the University of Queensland. Rebekah is former Deputy President of the Australian Marketing Institute (Qld) and a lifetime member of the Golden Key Society for graduates with outstanding academic achievement. Her special areas of research are entrepreneurial women, brand loyalty and services marketing. Rebekah has been published in leading specialist journals and has spoken at conferences of the American Marketing Association, British Academy of Management and the Australia and New Zealand Marketing Academy. She also won the ‘best paper award’ at the 2001 Market Research Society of Australia’s national conference for her paper on brand loyalty.

Susan Dann is Associate Professor in the Brisbane Graduate School of Business, QUT. She holds Bachelor of Arts, Master of Public Administration and PhD (University of Queensland) degrees. Susan’s areas of research specialization include equity and gender issues in employment (including entrepreneurial ventures) and the application of marketing to non-traditional areas such as the not for profit sector, government and sport. She is widely published in journals both within Australia and internationally and is the author or co-author of five books in the fields of marketing and management. Susan is the former Queensland President of the Australian Marketing Institute (AMI) and National Deputy President. Currently she is a member of the Lay Panel of the Legal Practices Tribunal as well as a Commissioner for the Australian Football League (AFL) Queensland. She has held a number of previous positions on boards and government advisory committees.

Adel J. Dawe is a Senior Researcher at the University of Manchester in the Centre for Diversity and Work Psychology at Manchester Business School. She is currently working on a European-funded project investigating the impact of social exclusion on the progression of women into business ownership. Her interests lie in female small business owners, ethnicity, diversity, equal opportunities and women’s health. She spent four years as the Chair of Rochdale’s Women’s Working Party and is currently working with women in the area to create a Well Women’s Centre.

Marilyn J. Davidson is Professor of Managerial Psychology in the Manchester Business School at the University of Manchester, UK. She is currently Head of the Organizational Psychology Group and Co-Director of the Centre for Diversity and Work Psychology. Her research and teaching interests are in the fields of occupational stress, the management of diversity, equal opportunities, women in management and female entrepreneurs. She has published over 150 academic articles and sixteen books, e.g. Shattering the Glass Ceiling – The Woman Manager (with C.L. Cooper); Women In Management: Current Research Issues Volume II (edited with R. Burke); The Black and Ethnic Minority Woman
Manager – Cracking the Concrete Ceiling (short-listed for the Best Management Book of the Year) and Individual Diversity And Psychology In Organizations (with S.L. Fielden). Marilyn is former Editor of the MCB University Press Journal Women in Management Review and former Associate Editorial Board Member of the Journal of Occupational and Organizational Psychology. She is currently Associate Editorial Board Member of the Journal of Gender Work and Organization, and the International Review of Women and Leadership. She is a Fellow of the Royal Society of Arts; a Fellow of the British Psychological Society; a Chartered Psychologist; a member of the Division of Occupational Psychology (British Psychological Society – BPS); and a member of the Division of Psychology of Women Section (BPS).

Sandra L. Fielden is a Senior Lecturer in Organizational Psychology in the Manchester Business School at the University of Manchester, UK. She is also Co-Director of the Centre for Diversity and Work Psychology and her research interests are in diversity, women in management, organizational politics, female small business owners, gender and unemployment in managers, the psychological contract, and organizational change. Her involvement at the applied level has been with both the public and private sector, including several European-funded research projects into female small business owners and economic growth and black and minority ethnic small business ownership. Sandra is the programme director for the highly successful ‘Challenging Perceptions’ commissioned by the Leadership Centre, a leadership development programme designed to enhance the career prospects of female nurses within the NHS. Sandra is a Chartered Psychologist and a Fellow of the British Psychological Society. She is also Editor of the Emerald Journal Women in Management Review, for which she was awarded Editor of the Year 2002, and has been the chair of the ‘Gender and Management’ track for the last three years at the British Academy of Management and is a founder member of the ‘Gender in Management’ special interest group. She is well published with numerous journal papers and book chapters and is co-editor of the recently published book Individual Diversity and Psychology in Organizations (with M.J. Davidson).

Linda M. Grant is Professor of Sociology, Adjunct Professor in the Social Foundations of Education Department of the College of Education, and is an affiliated faculty member in Women’s Studies at the University of Georgia. She received her PhD in sociology from the University of Michigan at Ann Arbor in 1981. Currently she serves as co-book review editor of the journal Gender & Society and deputy editor of the journal Sociology of Education. Her recent published works have focused on the combined effects of race and gender on students’ everyday experiences in schooling; the impact of gender, ethnicity, and immigration generation on youth’s educational attainment; gender and career development of physicians and academic-based scientists; writings of early women sociologists in the United States; and qualitative methods in social research. She directed the UGA Summer Workshop in Fieldwork Methods at the University of Georgia in the mid-1990s.

Katherine Inman is an adjunct professor in women’s studies and the Department of Sociology at the University of Wyoming. She received her PhD in Sociology from the University of Georgia in 1997. Garland Press published her book, Women's Resources in
**Janice Langan-Fox** is an Associate Professor in the Department of Psychology, at the University of Melbourne where she has been for fourteen years. Janice has been teaching and researching industrial/organizational psychology since 1984 and has also worked at the Royal Melbourne Institute of Technology, Deakin University, and Monash University. Janice’s area of research focuses on cognitive industrial psychology especially shared cognition (e.g. teamwork), motivation (e.g. entrepreneurship; employee participation, need achievement), and factors concerned with aptitude–treatment interactions (ATI) such as human abilities, skill acquisition, communication, and training, as well as health-related work issues such as occupational stress, health maintenance and well-being. Janice has had more than 10 years full-time employment in private and public industry in Australia, New Zealand, Britain and Cyprus. Over the past 13 years, she has had major contracts and grants from government departments, charitable foundations and private organizations to research problems and issues important to productivity, employee well-being and efficiency. Janice has over 100 publications in major international handbooks, books, refereed journals and conference proceedings, and has been on the editorial board of more than six international journals including the *Journal of Occupational and Organizational Psychology*, *Journal of Personality and Social Psychology*, the *International Journal of Selection and Assessment*, and has been Associate Editor of the *Australian Psychologist*. Janice has played a major role in Australian industrial/organizational psychology in creating and developing many I/O courses at undergraduate and postgraduate level; in editing a special issue on Industrial Psychology in *The Australian Psychologist* and two edited volumes (*Human Performance and the Workplace*) featuring the work of major Australian researchers; in being on the National Executive and Chair of the Course Approvals Committee, of the Organizational College of the Australian Psychological Society; and in being Chair of the organizing committee of the fifth Australian Industrial/Organizational Conference held in Melbourne in 2003.

**Jean Lee** is currently a Professor of Management and Associate Dean at Cheung Kong Graduate School of Business (CKGSB). Prior to joining CKGSB, Dr Lee taught at the National University of Singapore (NUS). She was the former Associate Dean of the NUS Business School and the Founding Director of the International MBA and Executive MBA (Chinese) programs at NUS. Dr Lee’s research interests include
leadership, corporate culture, women in management, Chinese business management, change management, HR management and cross-culture management. She has published extensively in local and international journals, such as *Human Relations, Family Business Review, Journal of Management Development, Asian Academy of Management Journal, International Journal of Entrepreneurial Behavior Research, Journal of Small Business Management, Women in Management Review, Applied Psychology, Managerial Psychology, Management Education and Development, International Journal of Management and Asia-Pacific Journal of Management*. She has served as the Associate Editor of the *Asia-Pacific Journal of Management*. Dr Lee has consulted and conducted training programmes for many multinational, local and international organizations in South-East Asia and mainland China, such as Singapore Airlines, the Bank of China, Johnson & Johnson, Xian Janssen Pharmaceutical Co., Asahi Techno Vision Pte Ltd, Leader Steel Ltd, Public Package Sdn Bhd, Teckwah Industrial Corporation and Koh Brothers Ltd. She also serves as Independent Director of several companies. She is currently a Senior Consultant to the Grandtour Tire Co. (China Headquarters) and Hong Kong International Holdings Ltd.

**Susan Marlow** is Principal Lecturer in Human Resource Management at Leicester Business School where she teaches both undergraduate and post-graduate students. She has extensive experience of both research and consultancy in the small-firm sector, has published extensively in academic journals and the wider media, and has also held a number of research awards to investigate issues of ethnic entrepreneurship, female self-employment and employee relations in smaller firms.

**Chris Martin** is an ownership succession and knowledge transfer facilitator and consultant working both directly with SME owners and with business advisers. He has undertaken extensive research into ownership succession processes and completed succession projects for Birmingham City Council and the Small Business Service as well as a member of the University of Central England Knowledge Management Centre. His PhD thesis was on SME ownership succession from an intellectual capital perspective.

**Lynn M. Martin** is Senior Academic for Innovation and Entrepreneurship at the Business School, the University of Central England. She has owned her own small business, worked as a senior manager in further education and as a freelance consultant in the UK and Germany. Her key research interest is innovation in SMEs, especially related to technology, although she has also published research studies on the role of women in small firms and knowledge processes at micro and macro level linked to innovation and change.

(Chris Martin and Lynn M. Martin share a surname but are not related in any way except for mutual research interests.)

**Mary C. Mattis** is the Staff Officer for the Diversity Program of the National Academy of Engineering (NAE) in Washington, DC. Dr Mattis directs the work of the NAE Diversity Program, supports the NAE Standing Committee on Diversity and the Engineering Workforce, and manages the NAE *Celebration of Women in Engineering* and *EngineerGirl!* websites.
Prior to joining the NAE, Dr Mattis held a variety of research and executive positions at Catalyst and at the Center for Gender in Organizations, Simmons Graduate School of Management. She has researched and written extensively on gender issues in the private sector, in particular, women on corporate boards and corporate gender equity initiatives. At Catalyst, she directed Catalyst’s research on women’s leadership development, annual censuses of women on corporate boards and women corporate officers of Fortune 500 companies, and evaluations of gender equity initiatives for the Catalyst Award.

Dr Mattis has authored numerous book chapters, journal articles and technical reports on diversity in the US and international workforce, and has co-authored/edited several books. Her most recent publications are (with R. J. Burke) *Supporting Women’s Career Advancement: Challenges and Opportunities* (2005, Edward Elgar), and ‘Women entrepreneurs: out from under the glass ceiling’, in *Women in Management Review* (19 (3), 2004). Her current research interests include diversity in the engineering workforce, women’s leadership development, and best practices for advancing women and under-represented minorities in corporations and academia.

She received her bachelor’s degree from Oakland University, Rochester, MI, and her master’s and PhD from Washington University, St Louis, MO.

**Kiran Mirchandani** is an Associate Professor at the Ontario Institute for Studies in Education of the University of Toronto. She has published on home-based work, telework, contingent work, entrepreneurship and self-employment. She teaches in the Adult Education and Community Development Program (workplace learning and change focus), and offers courses on gendered and racialized processes in the workplace; critical perspectives on organizational development and learning; and technology, globalization and economic restructuring. Her current research projects are on multinational call centre workers in India, work-related learning amongst contingent workers in Canada, and transnational forms of home-based work.

**Dorothy Perrin Moore** is the Distinguished Professor of Entrepreneurship at The Citadel, in Charleston, South Carolina. She holds a PhD in management, organizational behaviour, and human resource management from the University of South Carolina. Her most recent book, *Careerpreneurs: Lessons from Leading Women Entrepreneurs on Building a Career Without Boundaries*, published in August, 2000 by Davies-Black Publishing, was named the Business Book of the Year by *ForeWord* Magazine. Professor Moore is also the first author of *Women Entrepreneurs—Moving Beyond the Glass Ceiling*, published by Sage Publications, Inc. in 1997.

**Morgan Morrison** is a Doctoral Candidate at Colorado State University in industrial/organizational (I/O) psychology. She received a Master’s degree in I/O psychology at George Mason University. Her research interests revolve around the design and validation of personnel assessment tools for the purposes of employee selection, appraisal, and training. Before coming to Colorado State University, Ms. Morrison worked as a research associate for the Human Resources Research Organization (HumRRO) in Alexandria, Virginia, and developed her principal competence in the areas of job analysis and the development and administration of professional certification programmes.
Julia D. Newcomer is an Assistant Professor of Management at Texas Woman's University. Her area of specialization is human resource management; she also developed for the university, and teaches, a course in Women in Business. Her PhD is from the University of North Texas, and she has completed post-doctoral work at the Carlson School of Management at the University of Minnesota. Her M.A. (political science) is from Kent State University, and her Bachelor of Journalism was earned at the University of Missouri. She has decades of personal experience seeking a balance in work/life conflict and is familiar with what Arlie Hochschild calls the second-shift and time-bind.

Jeannette Oppedisano is a Professor and Chairperson in the School of Business at Southern Connecticut State University and is a participant in the women's studies programme there as well. She earned her BA in English Education and her MS in educational administration in higher education from the State University of New York at Albany. Her PhD in management is from Rensselaer Polytechnic Institute. Dr Oppedisano has practitioner experience as an executive administrator, a teacher, a researcher, and an entrepreneur. For more than ten years, she has been writing about and encouraging the direct approach of economic independence for girls and women as a faster, more effective, less emotionally debilitating route to equality. In the fall of 2000, Dr. Oppedisano published the first Encyclopedia of American Women Entrepreneurs 1776 to the Present (Greenwood Press). Her articles and case studies have appeared in the New England Journal of Entrepreneurship, Collection of International Case Studies, Journal of Leadership Studies, NWSA Journal (National Women's Studies Association), Cases in Management and Leadership, A Leadership Journal: Women in Leadership – Sharing the Vision as well as in many academic proceedings. Dr. Oppedisano established the first women's multidisciplinary entrepreneurship course at Skidmore College and the first to be offered at Southern Connecticut State University. While at Skidmore, she also spearheaded the effort to bring the summer entrepreneurship programme for teenage girls, Camp Start-Up, to the college.

Muriel Orhan, who died in February 2003, was Lecturer in Entrepreneurship at UQ Business School, University of Queensland, Brisbane (Australia). She graduated from the ‘Ecole Superieure de Commerce de Rennes’ in France and held a master of art in international business from South Bank University, London. At the time of her death she was completing a PhD on the influence of external resources on entrepreneurial performance. Between 1997 and 2000, she was Research Associate and Coordinator of the Centre of Research and Studies EURO PME in Rennes, France. Her book, Les Femmes Entrepreneurs en France [Women entrepreneurs in France], written with Dr Bertrand Ducheneaut, was released in February 2000 (edition Seli Arsan, Paris). She was awarded the Literati Award of Excellence for the ‘most outstanding paper’ published in Women in Management Review in 2001 (co-authored with Don Scott).

Dean Patton is a Principal Lecturer at De Montfort University in the Department of Corporate Strategy. He has worked extensively within the SME sector on a range of consultancy initiatives and from this work has published widely both within academic journals and related media. Currently he is working on the application of strategy theory within a small firms’ context.
Judith K. Pringle is a Senior Lecturer in the Department of Management and Employment Relations at the University of Auckland. She teaches and researches in the areas of gender, organization and diversity. Recent research includes: the experiences of senior women managers, influences of gender and ethnicity in women-run organizations, and reframing careers.

Nancy Rogers, PhD is a Research Associate in the Evaluation Services Center of the University of Cincinnati where she conducts programme evaluation and evaluation research. She is also an Associate Professor for the College of Arts and Sciences at the University of Cincinnati where she teaches courses in the social sciences and entrepreneurship. Previously, Dr Rogers served as Program Manager at the Small Business Development Center for nearly a decade, working extensively with women and small business owners developing their businesses. Additionally, through leadership in small business organizations including Women Entrepreneurs, Inc. and Minority Business Opportunities Committee, she worked closely with small business owners, helping them design strategies for success. These relationships stimulated her research interest in entrepreneurship and in the role of social support for business owners’ success. In 1998, her research in entrepreneurship resulted in recognition by the Cincinnati Psychological Association for Best Doctoral Thesis. A small business owner, herself, Dr Rogers appreciates the importance of social support to success.

Yolanda Sarason is Assistant Professor at Colorado State University in the College of Business. Her degrees include a PhD in strategic management from the University of Colorado and a MBA in finance from the University of Colorado. Professor Sarason’s research interest focuses on the strategic management of technology-based ventures, entrepreneurship and entrepreneurship issues related to ethnicity. She has published articles on the management of technology, entrepreneurship, and strategic management in the following journals: The Journal of High Technology Management, Journal of New Business Venturing, The Journal of Management Education and the Hispanic Journal of Behavioral Science.

K.P. Saraswathy Amma is a Reader, Postgraduate Department of Commerce and Management Studies, NSS College, Nemmara, University of Calicut, India, and has taken a degree and postgraduate degree from the University of Kerala. She was awarded her doctorate degree for the research carried out in the area of ‘women entrepreneurship’, from Cohin University of Science and Technology, India. She has published over fifteen papers in journals and conferences. She has guided many M Phil and MBA Projects. Dr Saraswathy has 26 years of postgraduate teaching experience.

Leonie V. Still is Director of the Centre for Women and Business within the Graduate School of Management, the University of Western Australia. The Centre is primarily a research facility devoted to advancing the interests of women in management, women in small business and women in business and the professions. Leonie’s research interests lie in these areas and she has published eight books and monographs on these topics, as well as numerous articles and conference papers. She was also the founding editor of the
journal *International Review of Women and Leadership*. Current research topics include generational change in men and women in management, the career development of women managers, a national study of women in small to medium sized businesses, and women’s work in call centres.

P. Sudarsanan Pillai M.A.(Econ); M.Com.; LL.B; PhD is Professor and Director of School of Management Studies at Cochin University of Science and Technology, Kochi – 682 022, Kerala, India. He is also the Dean, Faculty of Commerce and Management at Kannur University, Kannur and Dean, Faculty of Commerce at Mahatma Gandhi University, Kottayam, two other universities in Kerala. He had been the Head of the Department of Commerce at Cochin University of Science and Technology. He has also served on academic bodies and selection committees at several universities and industrial organizations in India. His most recent research project was ‘A study of the Management Practices in Rubber Plantation Industry in India’, funded by the Indian Council of Social Science Research. This in-depth comparative analysis of the management practices followed in the rubber plantation industry in India and Malaysia has been acclaimed as a pioneering study in the area of plantation management. He has researched extensively in the areas of plantation management, entrepreneurship development, banking, commerce, economics, law and rural development and authored about eighty-five research papers published in national and international journals. Several scholars have completed their MPhil and PhD dissertations under his guidance. He is at present researching on the project ‘A study of the management of rubber small holdings in India and other Asian countries’, comparing the management practices in rubber small holdings in India, Malaysia, Indonesia and Thailand.

Sherrill R. Taylor MBA, SPHR has been a Lecturer in Management at Texas Woman’s University, School of Management since August of 1990. She is also the Director of the TWU Small Business Institute® and the current Immediate Past President for the Small Business Institute Director’s Association (SBIDA). In the past, she has served the organization as VP-Publications and VP-Case Competition and VP-Programs. In September of 1995, Ms. Taylor co-authored ‘A study of women-owned businesses in the Dallas/Fort Worth Metroplex’. It was through this study, and the study sponsors (NAWBO, Dallas/Fort Worth Chapter) that Ms Taylor became more interested in emerging and successful female entrepreneurs. Her interest is reflected in the small business consulting cases completed by her students (48 per cent are woman-owned) as well as in her academic paper submissions to various conferences concerning the topics relevant to women business owners. Her involvement in supporting the efforts of women-owned businesses was instrumental in TWU receiving the National Showcase Award in 1998 (from the SBIDA organization) for their Small Business Institute® programme. In the past she has served as a volunteer judge for the Small Business Administration’s (Dallas District Office) Entrepreneur of the Year Awards. Ms Taylor has been named in the 20th Edition of Who’s Who of American Women and was named by the HR Southwest Conference as the 1999 HR Educator of the Year. In 1999, she was named as the TWU School of Management Distinguished Alumnae. Ms. Taylor also has been recognized as a Sam Walton Free Enterprise Fellow for SIFE (Students in Free Enterprise). This position allows her to
mentor students, as they become involved in teaching the people in the local communities to compete in the world of ‘free enterprise’.

Mary van der Boon is Managing Director of global tmc international management training & consulting based in the Netherlands. She provides an extensive range of services as intercultural and diversity management trainer and consultant to multinational, governmental and non-governmental organizations based in Europe, the Middle East, North America and Asia. She has lived and worked outside her native Canada for almost 30 years and speaks Dutch, Thai, Lao, Malay, and Bahasa Indonesia in addition to English and French. Building on studies in journalism and communications, Mary studied anthropology and traditional law at one of Indonesia’s oldest universities and is an MBA candidate in International Management at Leiden University School of Management. She is distance learning facilitator for the University of British Columbia’s Certificate in Intercultural Studies and is a member of the European Institute for Managing Diversity in Barcelona and regularly conducts programmes on diversity management for this institute and others. She lectures frequently at top business schools in Europe and North America on international management issues including women in management. She is contributing author to Career in Your Suitcase, a guidebook for international professional women. Mary speaks and participates frequently at international conferences, including the Women’s International Networking Conference, Women’s Leadership Summit, Global Living, the European Southeast Asia Society (EUROSEAS), and SIETAR (Society of Intercultural Educators, Trainers and Researchers), and as an active business journalist has contributed to www.expatica.com/hr, the Xpat Journal, the Women in Management Review, the Weekly Telegraph, the Eurograduate and many other publications.

Rachel Wolfgramm is a Lecturer in the Department of Management and Employment Relations at the University of Auckland. She teaches organizational behaviour and management. Her PhD research explores cultural complexity in contemporary indigenous organizations using Maori organizations as cases. Other areas of research include gender, ethnicity, innovation and economic models of sustainable development within Maori Pacific and indigenous communities.