

Acknowledgements

I have been interested in understanding factors that support women's career advancement for several years and for a variety of reasons. My mother had a series of jobs – but not a career – for almost all of her life. When I started teaching at the Schulich School of Business in 1968, there were no women in my MBA classes. A few years later there was one, but she quit. Next year there was also one, and she stayed. Now women represent about one-third of our MBA students. In 1968, there were no women faculty teaching Organizational Behavior at Schulich; today more than half my OB colleagues are women.

I have previously collaborated in editing projects in the general area of women in management with Marilyn Davidson, Mary Mattis and Debra Nelson. Mary's move to the National Engineering Association for a period of time shifted our focus to the experiences of women in science, technology, engineering and mathematics. Working with her has always been a joy.

This initiative was supported in part by the Schulich School of Business. Louise Coutu managed the flow of correspondence and manuscripts at my end. I also thank our international contributors for their fine work.

Finally, for Sharon, Rachel and Liane – the future is yours.

Ronald J. Burke

I would like to acknowledge my co-editor, Ronald J. Burke. Our felicitous collaboration writing and speaking about gender diversity, which dates back to the late 1980s, has provided continuity and reassurance to me through periods of occupational and geographic dislocation. Thanks Ron. This volume also brings together the voices of many colleagues with whom I worked at the National Academy of Engineering. I would like to acknowledge their commitment and contributions to increasing opportunities for underrepresented groups in science, engineering and technology.

Mary C. Mattis

