Contributors

Anne-Françoise Bender is an Associate Professor at the CNAM (Conservatoire National des Arts et Métiers), Paris. She specializes in career management, gender issues and diversity management. She has authored or co-authored articles (published in Revue Française de Gestion and Revue Française de Gestion des Ressources Humaines) and book chapters on these topics. She is the co-founder of the diversity management special interest group within the French-speaking HR academic society (AGRH – Association francophone de Gestion des Ressources Humaines).

Regine Bendl has been Associate Professor at the Vienna University of Economics and Business, Department of Management, in the working unit Gender and Diversity Management since 2002. She has published in German and English on diversity management and gender and organization theory. She was awarded with several prizes (for example, 2007 Best Paper Award EURAM (SIG Gender and Diversity in Management), EMERALD Highly Recommended Paper Award 2009). Currently she is the organizer of the EGOS Standing Working Group on Gender and Diversity. She is Associate Editor of Gender, Work and Organization and editorial board member of the Canadian Journal of Administrative Sciences, Gender in Management: An International Journal and the British Journal of Management. Since 2009 she has been Editor-in-Chief of Diversitas: Zeitschrift für Managing Diversity und Diversity Studies.

Inge Bleijenbergh is Assistant Professor at Radboud University in Nijmegen, the Netherlands. Her research interests are gender in organizations, European social policy and research methodology. She is the author of Citizens Who Care: European Social Citizenship in EU Debates on Childcare and Part-time Work (Dutch University Press, 2004) and has co-authored a number of articles, including (with C. Roggeband) ‘Equality machineries matter: the impact of women’s political pressure on European social-care policies’, Social Politics, 2007, 14(4), 1–23.

Lize A.E. Booysen is a Full Professor of Leadership and Organizational Behaviour at Antioch University, USA. She does research in the field of diversity, race, gender, leadership and change management. She holds a doctorate in business leadership from the University of South Africa as well as master’s degrees in clinical psychology, research psychology and criminology, all with distinction. Lize Booysen is also adjunct faculty at the Centre for Creative Leadership, Greensboro, North Carolina, USA and has been involved in the 12-nation Leadership Across Differences (LAD) research project, steered by the CCL, since 2003. She participated in the GLOBE 65-nations research project on leadership, national culture and organizational practices during 1994–2003, steered by Wharton Business School at the University of Pennsylvania. Prior to joining Antioch in 2009, Lize was Full Professor at the Graduate School of Business Leadership, University of South Africa since 1992. She was also the Editor of the South African Journal of Labour Relations.

Verena Bruchhagen has been Head of Women’s Studies at the Department of Educational Science–Sociology at the Technische Universität Dortmund, Germany, since 1996. She
has written numerous publications on the issue of adult education in women’s studies, managing gender and diversity, learning and teaching diversity, and is co-founder of the programme DiVersion: Managing Gender and Diversity, teaching and training professionals and adults in managing diversity.

Audrey Chia is Associate Professor of Management and Organization at the NUS Business School, National University of Singapore. She received her PhD from the University of Texas at Austin, USA. Her work has been published in various journals such as Science Communication, Jurimetrics: The Journal of Law, Science, and Technology, Academy of Management Executive and Journal of Business Ethics. She has co-authored two books, The Three Paradoxes: Working Women in Singapore (Aware Singapore, 1999) and Culture and Management: A Casebook (McGraw-Hill, 1990). Her research has been presented at international conferences on management, applied psychology and socioeconomics. Her current interests are workplace diversity and the repair of reputation and relationships.

Gwendolyn M. Combs is an Associate Professor of Management at the University of Nebraska–Lincoln, USA. Her research interests include human resource management and organizational behaviour. Her research examines diversity and group identity, and their relationship and impact on inter-group behaviour and organizational performance; affirmative action policy; and the influence of positive organizational constructs on employee attitudes and performance. She is a consultant on human resource policy development, diversity programme implementation and diversity training. She has published in journals such as Human Resource Management, Journal of Organizational Behavior, Journal of World Business and Human Resource Development Quarterly.

Annie Cornet is Professor in HEC – Business Economics at Liège University, Belgium. In 2001, she created EGID, a research centre on diversity and gender in management. She is a leading expert about gender and diversity in Belgium and has produced a number of articles, reports, books and handbooks on diversity management. Her research interests encompass organizational change and human resource management. She is the co-founder of the diversity management study group within the French-speaking HR academic society (AGRH).

Beliz Dereli graduated from Istanbul University Business Administration and Istanbul University State Conservatory Singing Department. She completed an MBA in Management Organization from Istanbul University in 1995 and a PhD in Human Resources Management from Istanbul University in 2003. Between 1992 and 1997 she worked as a human resources specialist in different sectors such as banking, textiles and tourism. Then she worked in ADECCO as senior recruitment consultant until 2002. Since 2002 she has been working at Istanbul Commerce University as an instructor and career planning centre manager.

Jürgen Grieger has occupied a vacant chair for Human Resource Management at Freie Universität Berlin since 2006. Among other things, he is interested in management theory, interpretative approaches to social sciences and human resource development/organizational learning. At present he is working on hierarchy, authority, power and control in/of organizations as well as on corruption in organizations.
Edeltraud Hanappi-Egger has been Full Professor for Gender and Diversity in Organizations at the Vienna University of Economics and Business (WU Wien) and head of the Gender and Diversity Management Group since 2002. She holds a PhD in Computer Science and teaches in the area of diversity management from a multidisciplinary perspective. She has published more than two hundred articles on gender and technology, diversity management and organization studies. She was head of the Senate at WU, is a member of the University Board of the Graz University of Technology (TU Graz) and member of the ‘Young Faculty’ of the Austrian Academy of Sciences.

Rana Haq is an Assistant Professor at Laurentian University in Sudbury, Ontario, Canada. Her research interests are in employment equity and managing diversity in the workplace, international comparative strategic human resources management, cross-cultural communications, and organizational behaviour, as well as gender and diversity in entrepreneurship. She is a member of the Administrative Sciences Association of Canada (ASAC), the Academy of Management (AOM) and the Association of International Business (AIB).

Roswitha Hofmann was a researcher and lecturer at the Vienna University of Economics and Business Administration, Department of Management, in the working unit: Gender and Diversity in Organizations from 2002 to 2005. Since March 2005 she has held the position of an Assistant Professor. Her lectures include ‘Introduction to organizational theories under gender and diversity perspectives’. She has published numerous articles in the field of diversity management. Her research interests are on sexual orientation and on diversity knowledge and competence in organizations.

Viktorija Kalonaityte is an Assistant Professor in the Department of Leadership, Entrepreneurship and Organization at the Linnaeus University in Sweden. Her research interests include gender and diversity in organizations and identity construction, viewed from feminist and postcolonial perspectives. Her most recent publications include an article on diversity as border control, published in *Organization*.

Alain Klarsfeld is Professor at Toulouse Business School, where he is also a research fellow at the Employment Research Group (ERG) and heads a specialized Master’s programme in Human Resources Management (Mastère Spécialisé Responsable Ressources Humaines). He specializes in comparative human resource management, focusing on the management of competences, diversity management and corporate social responsibility. He has published in international scholarly journals, co-edited research monographs and is the co-founder of both the diversity management and the competence management special interest group within the French-speaking HR academic society (AGRH – Association francophone de Gestion des Ressources Humaines).

Iris Koall holds a PhD in Business Administration and has also been working for DiVersion, within women’s studies, at the Technische Universität Dortmund, Germany, since 2000. She has written numerous publications about managing diversity as change process, and on cultural frameworks and equal opportunities. She connects the theory of social systems with questions of heterogeneity and paradox system construction, towards a theory of complex diversity management. At present she hold a position as Research...
Contributors

Director for ForTe – Research for Participation at the Faculty of Rehabilitational Sciences at the Technological University of Dortmund.

Jacqueline Laufer is a Professor at HEC Paris. Her research and teaching interests are in the field of human resource management, gender and organization, equal opportunities and diversity policies. She has worked as an expert for the European Union in the field of equal opportunities. She has published articles in the following journals: Droit Social, Revue Française de Gestion, Feminist Economics, Travail et Emploi, L’Année sociologique and Travail, Genre et Société. She is presently Deputy Manager of the CNRS (Centre National de la Recherche Scientifique) Network ‘Mage’, a European network of researchers dealing with the issue of gender and the labour market. She is member of the editorial board of the review Travail, Genre et Sociétés. She is member of the Conseil Supérieur de l’Egalité Professionnelle as qualified expert; she is scientific adviser for Comité consultatif de la HALDE (Haute Autorité de Lutte contre les Discriminations et pour l’Egalité, the French High Authority against Discrimination and for Equality).

Brigitte Liebig is Professor of Organizational Psychology at the University of Applied Science, Northwestern Switzerland (UAS NWCH), Department of Applied Psychology and directs the National Research Programme ‘Gender Equality’ (NRP 60) of the Swiss National Science Foundation. Her publications focus on gender and diversity issues in organizations, science and education, economy and politics. Current research projects include issues about social entrepreneurship, intercultural cooperation, entrepreneurial universities and women in freelancing.

Waheeda Lillevik is an Assistant Professor of Management and Human Resources at The College of New Jersey in Ewing, NJ, USA. Her research interests lie mainly in human resources management, management and organizational behaviour, particularly diversity management (with emphasis on acculturation), cross-cultural management and international HRM. Within these topics, she is also interested in how they intersect with corporate policy and governance, organizational citizenship, gender, ethics and flexible work arrangements.

Angeline Lim is a PhD student at the NUS Business School, National University of Singapore. Her research interests are workplace diversity, negative relationships and affect. She has presented her research at international conferences on management and industrial/organizational psychology.

Michael Meuser is a sociologist and Professor of Gender Studies in the Department of Sociology at the University of Dortmund, Germany. His research and teaching interests are in the fields of gender studies (with a special focus on masculinity and on gender politics), sociology of the body, sociology of knowledge and qualititative research methods. He is the author of numerous publications in the fields of masculinity studies, equal opportunity politics and qualitative methods. Topics of current research projects are the changing culture of fatherhood and the intersection of gender, class and ethnicity in schools.

Annalisa Murgia holds a PhD in Sociology and Social Research, at the Department of Sociology and Social Research, University of Trento, Italy. She is a member of the
Research Unit on Communication, Organizational Learning and Aesthetics, and of the Centre of Interdisciplinary Gender Studies of the University of Trento, where she is lecturer on the Master’s in Gender Policies in the Labour World. Her researches focuses on work trajectories, with special regard to workers with atypical and precarious jobs, and on the social construction of gender in professional careers.

**Julia Nentwich** is Senior Lecturer of Organizational Psychology and Gender Studies at the University of St Gallen, Switzerland, where she is responsible for the teaching programme ‘Gender and Diversity’. She holds a PhD from the University of Tübingen, Germany. Her major research interests at the Research Institute for Organizational Psychology are the social and discursive practices of gender and diversity. Current research projects tackle issues of change and change agency, female masculinities and the social construction of gender, technology and sustainability. She has published in international journals on these topics, in both English and German.

**Eddy S.W. Ng** is an Associate Professor at Dalhousie University, Canada. His research is in the areas of employment equity/affirmative action, workforce diversity, work values, career issues and the millennial generation. He has presented his research at the Academy of Management, the Administrative Sciences Association of Canada, the Canadian Psychological Association and the Canadian Industrial Relations Association. His work has also appeared in the *Canadian Journal of Administrative Sciences*, *Human Resource Management Review*, the *International Journal of Human Resource Management* and the *Journal of Business Ethics*.

**Stella M. Nkomo** is a Professor in the Department of Human Resources at the University of Pretoria, Pretoria, South Africa. Her particular fields of interest include diversity management, race and gender in organizations, change leadership and critical management studies. Professor Nkomo’s internationally recognized work on race and gender in organizations and managing diversity appears in top management journals and edited book chapters. Professor Nkomo is the co-author of two books, *Applications in Human Resource Management* (Thomson-Southwestern Publishing, 2008) and *Our Separate Ways: Black and White Women and the Struggle for Professional Identity* (Harvard Business School Press, 2001).

**Abhoy K. Ojha** is a Professor in Organisational Behaviour and Human Resource Management with the IIMB, Indian Institute of Management, Bangalore, India. His research focuses on the social construction of performance in organizations, in particular in the innovation and healthcare sectors.

**Renate Ortlieb** is a Professor of Human Resource Management at the University of Graz, Austria. She has written numerous articles on the employment of migrants and workplace diversity, employee absenteeism, gender and power relations in organizations and company pension plans.

**Mustafa Özbilgin** is a Professor of Human Resource Management at Norwich Business School, UK. He researches and writes on equality, diversity and fairness at work from relational and comparative perspectives. He is the Editor-in-Chief of the *British Journal of Management* (Blackwell-Wiley) and *Equality, Diversity and Inclusion* (Emerald Press). His recent books include *International Human Resource Management* (Palgrave, 2004), *Global


Diversity Management (Palgrave, 2007) and Equality, Diversity and Inclusion (Edward Elgar, 2009).

Barbara Poggio is an Assistant Professor of Sociology of Work at the University of Trento, Italy, where she coordinates the Centre of Interdisciplinary Gender Studies. Her research interests and publications focus in particular on the social construction of gender in organizations and on narrative analysis. She co-authored Gender and Entrepreneurship: An Ethnographic Approach (Routledge, 2005) and Gendertelling in Organizations: Narratives from Male-dominated Environments (Liber, 2007).

Pushkala Prasad is a leading scholar in the area of workplace diversity and she has researched workplace diversity in Scandinavian organizations as well as the diversity industry in Sweden. She is one of the co-editors of the Handbook of Workplace Diversity (Sage, 2006).

Barbara Sieben has been an Assistant Professor of Human Resource Management focused on Diversity at Freie Universität Berlin since 2007. Her research is based on multiparadigmatic approaches, informed by critical management perspectives. Next to workplace diversity, her research interests include emotions in organizations and the management of service work. She has published papers in journals such as Managementforschung and Human Relations and is co-editor of a volume on Diversity Studies (Campus, 2007).

Chris Steyaert has been Professor of Organizational Psychology at the University of St Gallen, Switzerland, since 2002; after obtaining a doctoral degree in Psychology from the Katholieke Universiteit Leuven (Belgium), he was connected to the Copenhagen Business School, Denmark and to the Entrepreneurship and Small Business Research Institute (ESBRI), Stockholm, Sweden. He has published in international journals and books in the area of diversity and difference, multilingualism and translation, forms of performing/writing research and the politics of entrepreneurship and creativity.

Jawad Syed’s research interests include diversity and gender in organizations, cross-cultural HRM and organizational knowledge. In particular, Jawad has researched on diversity management in Australian and Pakistani contexts. Jawad has written widely on diversity and gender, including his articles in International Journal of Human Resource Management, Asia Pacific Journal of Management, Asia Pacific Journal of Human Resources and Gender, Work and Organization.

Ahu Tatlı is a Lecturer in International Human Resource Management in the School of Business and Management at Queen Mary, University of London, UK, where she has completed her PhD. Her research interests are in the field of equality and diversity in organizations with a particular focus on multi-level exploration of agentic power and strategies of the key actors in the field. Ahu has published widely in academic journals and books, as well as in practitioner journals in the areas of diversity management in public and private sector organizations in different industries, agency and change in organizations, and inequality and discrimination in recruitment and employment.

Adiam Tedros holds a PhD in Public Administration and has worked for the Swedish International Centre for Local Democracy since 2008. Her research focuses on state policies concerning urban planning and diversity. She has also taken part in a research
Contributors xiii

project on individuals’ experiences of equal treatment and/or discrimination across a range of Swedish institutions.

**Ashley Terlouw** is Professor of Sociology of Law at Radboud University Nijmegen, the Netherlands. She was a member of the Dutch Equal Treatment Committee between 2004 and 2008 and head of the refugee department of Amnesty International for the Netherlands. She worked at the District Court of The Hague from 1994 to 2001 as Senior Policy Advisor of the Staff Office on Refugee Law. She received her PhD in 2003 on cooperation between immigration judges. Her research interests are equal treatment, ethnicity and migration. Her additional functions are: Member of the Advisory Committee for Aliens (ACVZ) and board member and member of the appeal committee of the Dutch University Asylum Fund (UAF).

**Marloes van Engen** is Assistant Professor at Tilburg University, Nijmegen, the Netherlands. Her research interests are in the area of gender and diversity in organizations, work–family issues in organizations and the (human resource) management of diversity in organizations. She is taking part in the EU SUS.DIV Project – Sustainable Development in a Diverse World (Network of Excellence coordinated by the Fondazione ENI Enrico Mattei, Milan, Italy). She has published in *Psychological Bulletin*, *Journal of Organizational and Occupational Psychology* and *International Journal of Human Research Management*.

**Cheryl Wyrick**, PhD, SPHR (Senior Professional in Human Resources) is Professor and Chairperson of the Management and Human Resources Department at California State Polytechnic University Pomona, USA, where she has taught HR information systems, benefits, and training and development and other HR courses. An active volunteer, Cheryl has held various leadership positions in HR professional associations, including SHRM and the HR Certification Institute.

**Patrizia Zanoni** is an Associate Professor in the Faculty of Business Economics at Hasselt University, Belgium. Since 2009 she has led SEIN, the Research Institute for Identity, Diversity and Inequality Research. Drawing on various theoretical traditions including discourse analysis, labour process theory and institutional theory, her research investigates how ‘different’ identities are constructed and managed in organizations in function of productive goals and the generation of economic value. Her work has appeared in *Organization Studies, Human Relations, the Journal of Management Studies, Organization* and the *Journal of World Business*. 