

Contributors

Myrtle P. Bell, PhD, is Professor of Management at the University of Texas at Arlington, USA. She has degrees from the University of Notre Dame, Louisiana State University, and UT-Arlington. Her research focuses on diversity and social issues at work, including diversity education, obesity, disability, age, appearance and religion as aspects of diversity, and employment discrimination against immigrants. Myrtle's research appears in numerous academic journals, including *Journal of Applied Psychology*, *Academy of Management Journal*, *Equal Opportunities International*, *Journal of Applied Behavioral Science*, *Journal of Managerial Psychology*, *Journal of Vocational Behavior*, *Violence against Women* and *Journal of Interpersonal Violence* in multiple-edited volumes. Her book, *Diversity in Organizations* (Thomson, 2007), is the first comprehensive, research-based book of its kind for teaching diversity. Myrtle is an Associate Editor of *The Academy of Management Learning & Education* journal, the Professional Insights Editor of *Equality, Diversity and Inclusion: An International Journal*, and past Chair of the Gender and Diversity in Organizations division of the Academy of Management.

Regine Bendl, PhD, is Associate Professor at the Department of Management (Working Group on Gender and Diversity in Organizations) in Vienna University of Economics and Business Administration, Austria. Her fields of research and teaching include gender and diversity management, gender subtext in organization theory, critical management studies, and feminist theory. She has published in *British Journal of Management*, *Journal of Management and Organization*, *Zeitschrift für Betriebswirtschaft*, *Gender Work and Organization*, *Gender in Management: An Interdisciplinary Journal* and *Finnish Journal of Business Economics*. She was awarded with the following prizes: Prize of the Chamber of Labour (1997), Prize Dr Maria Schaumayer Stiftung (1997), Käthe Leichter Prize for Special Achievements in Women's and Gender Studies (2005), Best Paper Award EURAM 2007 (Track 'Gender Equality and Diversity in Management'), EMERALD Highly Recommended Paper Award (2009).

Sandra Billard, PhD, is a Lecturer in Management at the School of Business, University of Ballarat, Australia. She uses action research to encourage

processes of creativity and learning within organizations. She teaches action learning and action research methods to graduate business students. Sandra has used participatory action research to investigate gender relations and participation in industrial democracy in an Australian public sector agency, and to inquire into teaching practices that can be effective with business students.

David M. Boje is endowed Bank of America Professor in the Management Department at New Mexico State University, and past holder of the Anderson professorship. His main research is the interplay of storytelling methods and ethics. His current books include *Storytelling Organizations* (Sage, 2008), *Critical Theory Ethics for Business and Public Administration* (Information Age Press, 2008) and the *Handbook of Managerial Psychology* (with co-editors; Sage, 2008). Boje's books also include *Managing in the Postmodern World* (with Dennehy) and *Narrative Methods for Organization and Communication Research*. He has published over 120 journal articles, including ones for *Administrative Science Quarterly*, *Management Science*, *Management Communication Quarterly*, *Organization Studies*, *Leadership Quarterly* and other journals. He is President of the Standing Conference for Management & Organization Inquiry (<http://scmoi.org>), editor of *Tamara Journal* (<http://tamarajournal.com>) and associate editor for *Qualitative Research in Organization & Management* (QROM) and *Journal of Organization Change Management*. He serves on 14 other editorial boards.

Mary Ann Danowitz, EdD, is a Visiting Professor at the Vienna University of Economics and Business Administration at the Institute of Gender and Diversity in Organizations. She has held faculty positions at the University of Denver, Ohio State University and the College of William and Mary, and several university administrative appointments in the United States. Mary Ann has been a Fulbright Scholar in Austria and Indonesia and a visiting scholar in Australia and Malaysia. Her research and publications focus on leadership and governance, the academic profession, careers and human resources, and gender and racial equality. Her most recent book is an edited contribution: *Women, Universities, and Change: Gender Equality in the European Union and the United States* (Palgrave Macmillan, 2007).

Ulla Eriksson-Zetterquist, PhD, is Associate Professor at Gothenburg Research Institute, School of Business, Economics and Law, University of Gothenburg. Her research interests concern organizing, especially gender, technology, intersectionality and risk. She has enlarged on these themes in such books as *Organisering och intersektionalitet (Organizing and Intersectionality)* (2007) co-authored with Alexander Styhre and *Institutionell*

teori – idéer, moden, förändring (Institutional Theory – Ideas, Fashion, Change) (2009). Since 2004 she has been an Associate Editor for the journal *Gender, Work and Organization* for which she was also guest editor for a special issue on 'Gender and new technology' (2007: 14.4).

Silvia Gherardi is a full Professor of sociology of work and organization at the University of Trento, Italy, where she is responsible for the Research Unit on Communication, Organizational Learning and Aesthetics (RUCOLA, www.unitn.it/rucola). In 2005 she was named Doctor Honoris Causa by Roskilde University (DK), and in 2007 was appointed as Egos Honorary Member. Her research activities focus on workplace learning and knowing. Her theoretical background is in qualitative sociology, organizational symbolism and feminist studies.

Jean Helms Mills, PhD, is a Professor of Management at the Sobey School of Business, Saint Mary's University in Halifax, Canada. She is the author of *Making Sense of Organizational Change* (Routledge, 2003) and has co-authored and edited six additional books. Jean is an Associate Editor for *Gender, Work and Organization* and past Associate Editor of *Culture and Organization*, as well as serving on the editorial boards of *Management and Organizational History*, *The Journal of Workplace Rights*, *Equal Opportunities International* and *The Journal of Change Management*. She has presented and published her work on gender, change and culture nationally and internationally.

Ella Henry is a Senior Lecturer in the Faculty of Maori Development at AUT University, where she coordinates the Maori Media major for undergraduates and teaches Maori business and research methods to postgraduate students. Her most recent publication is a chapter for an international edited collection entitled *Kaupapa Maori Entrepreneurship* (Edward Elgar, forthcoming).

Elina Henttonen is a Researcher and Doctoral Student at the Department of Marketing and Management of Aalto University School of Economics, Finland. Her research interests include gender, organization and management, women entrepreneurs and gendered professions. She has published several journal articles and book chapters. She teaches qualitative methods.

Saija Katila, PhD, is Professor of Innovation Management at the Department of Business and Management, University of Eastern Finland, Finland. Her research deals with the relational practices of management, gender, ethnicity, diversity and family in different organizational contexts. She teaches diversity and innovation management as well as leadership with a critical twist. She has

published in international journals such as *Gender, Work and Organization* and her work is forthcoming in *Canadian Journal of Administrative Sciences* and *International Journal of Gender and Entrepreneurship*. She has also authored several book chapters. She is an Associate Editor of *Gender, Work and Organization* and editorial board member of *Equal Opportunities International*.

Kirsi LaPointe is a Researcher and Doctoral Student at the Department of Marketing and Management of Aalto University School of Economics, Finland. Prior to joining academia, she worked in HR consulting and corporate education. Her research interests include identity, narrative, changing careers and gendered professions.

Susan Meriläinen, PhD, is Professor of Management at the University of Lapland, Finland. Her research interests centre on the doing of gender in knowledge work, including academia, and on gender and information technology. She has published in international journals such as *Organization and Gender, Work and Organization* and co-authored several book chapters.

Beverly Dawn Metcalfe, PhD, is a Research Fellow in HRM and Development in the Institute for Development Policy and Management, Faculty of Humanities, University of Manchester, UK. She is also a Research Associate at the Centre for Equality and Diversity in Manchester Business School, UK. She has published widely in the area of women's learning and leadership development in the international economy, feminist theory, international management and globalization and international HRD.

Albert J. Mills, PhD, is Director of the PhD (Management) programme at the Sobey School of Business, Saint Mary's University, Halifax, Nova Scotia, Canada. He is the author, co-author and co-editor of 14 books, including *Gendering Organizational Analysis* (1991), *Managing the Organizational Melting Pot* (1997) and *Sex, Strategy and the Stratosphere: The Gendering of Airline Cultures* (2006). He has just completed the *Sage Encyclopedia of Case Study Research* (2009).

Judith K. Pringle, PhD, is Professor of Organisation Studies, and co-ordinator of the Gender and Diversity Research Group at the Auckland University of Technology. Her research focuses on issues of gender, diversity, the experiences of women in organizations and reframing careers. She is co-editor of *Handbook of Workplace Diversity* (2006), Gender and Diversity editor for *Columbia Journal of American Studies* (CJAS) and has published numerous journal articles.

Angelika Schmidt, PhD, is Assistant Professor at the Institute of Change Management and Management Development at the Vienna University of Economics and Business Administration (WU). Her fields of research and teaching are: Employment – Workforce – Commitment, Work–Life Boundaries, Career Management, Gender Management and Organizational Discourse. She has published in *Journal of Managerial Psychology*, *Zeitschrift für Personalforschung* and *Gender Work and Organization*.

Hans Siebers, PhD, is Associate Professor at Tilburg University, the Netherlands. He leads the Master programme on Organisation of Cultural Diversity and the research group Diversity at Work. His research focuses on ethnic identity and ethnic inequality in organizations and in the labour market. He has worked at several Dutch universities and abroad and has been trained as an anthropologist. His dissertation investigated identity constructions of the Q'eqchi'es of Guatemala between global and indigenous influences. Recent publications include Siebers, H. (2009) '(Post)bureaucratic organizational practices and the production of racioethnic inequality at work', *Journal of Management and Organization*, **15**(1): 62–81; Siebers, H. (2009) 'Struggles for recognition: the politics of racioethnic identity among Dutch national tax administrators', *Scandinavian Journal of Management*, **25** (1): 73–84; and Siebers, H. (in press) 'The impact of migrants – hostile discourse in media and politics on racioethnic closure in career development in The Netherlands', *International Sociology*.

Janne Tienari, PhD, is Professor of Management and Organization at Aalto University School of Economics, Finland, and Editor of the *Scandinavian Journal of Management*. His research interests include cross-cultural studies of gender and organizing. He has published in, for example, *Academy of Management Review*, *Organization*, *Organization Studies*, *Journal of Management Studies*, *Gender, Work and Organization*, *British Journal of Management* and *Human Relations*.

Frank A. Tuitt, EdD, is an Assistant Professor and Director of the higher education programme in the Morgridge College of Education at the University of Denver. His research explores a range of topics related to access and equity in higher education, teaching and learning in racially diverse college classrooms and diversity and organizational transformation. Frank received his BA from Connecticut College in 1987 and currently serves his alma mater as a member of its Board of Trustees. Dr Tuitt is a member of The Association for the Study of Higher Education (ASHE), American Educational Research Association (AERA), and the Professional and Organizational Development in Higher Education Network (POD). He also

serves as a consultant to universities, colleges and education-related organizations on diversity training throughout the United States.

Rachel Wolfgramm, PhD, holds an academic position at the University of Auckland, New Zealand. Her teaching includes sustainability in business and society, organization behaviour and management. Her research areas include spirituality at work, sustainable business, creative ecologies, leadership, indigenous entrepreneurship and cultural innovation. She has published research locally and internationally.

Patrizia Zanoni, PhD, is currently Associate Professor at the Faculty of Business Economics of Hasselt University, Belgium, where she directs SEIN, the research institute on identity, diversity and inequality. She previously worked at the Catholic University of Leuven and Tilburg University. Her research critically deconstructs diversity, attempting to embed its meaning within specific productive contexts. Her dissertation 'Beyond demography: Essays on diversity in organizations' received the 2007 CMS PhD Award of the Academy of Management, and her paper 'Diversity in the lean automobile factory: Re-doing class along socio-demographic identities' was awarded the 2009 CMS Best Paper Award. Her work has been published in *Organization Studies*, *Human Relations* and *Journal of Management Studies*. Patrizia is currently working on the translation of the institution of diversity into organizations, the notion of inclusion, and the theorization of the relation between difference, control and resistance in organizations. She teaches diversity and economic sociology.