
Contents

<i>List of contributors</i>	viii
<i>Acknowledgements</i>	xx
Introduction: advancing women's careers: a key business issue <i>Ronald J. Burke and Susan Vinnicombe</i>	1
PART 1 SETTING THE SCENE	
1. Gender ratios in organizations: managerial and cross-cultural issues <i>Hetty van Emmerik and Merel M.S. Kats</i>	51
2. The continuing challenge of incorporating race and ethnicity into research on women's management careers <i>Stella M. Nkomo</i>	64
3. Sprinters, marathoners and relay runners: profiles of women's career development over time <i>Deborah A. O'Neil, Margaret M. Hopkins and Diana Bilimoria</i>	87
4. Stop fixing women, start building management competencies <i>Avivah Wittenberg-Cox</i>	106
PART 2 CHALLENGES FACING CAREER WOMEN	
5. Theoretical advances in the study of sexual harassment <i>Margaret S. Stockdale, Seth A. Berry, Joel T. Nadler, Dawn M. Ohse and Gargi Bhattacharya</i>	119
6. Gender stereotypes and their implications for women's career progress <i>Suzette Caleo and Madeline E. Heilman</i>	143
7. Women's occupational motivation: the impact of being a woman in a man's world <i>Kim Peters, Michelle K. Ryan and S. Alexander Haslam</i>	162

8. Women's impact on women's careers in management: queen bees, female misogyny, negative intra-relations and solidarity behaviours 178
Sharon Mavin and Jannine Williams
9. Organizational politics: the missing link to women's progression into managerial roles 196
Elena Doldor
10. Glass networks: how networks shape the careers of women directors on corporate boards 212
Rosanne Hawarden
11. Beyond bias and barriers: a biopsychosocial lens for understanding gender communication in organizations 235
Susan S. Case and Angela J. Oetama-Paul
12. Prejudice against women leaders: sex of voice 269
Fiona Sheridan

PART 3 WOMEN IN SPECIFIC OCCUPATIONAL SECTORS AND ROLES

13. Women in professional services firms 289
Camilla Quental
14. Gender differences in the academic work experiences of faculty at early, middle and late career stages 304
Diana Bilimoria, Xiangfen Liang, Shani D. Carter and Jeffrey M. Turell
15. Where are the women in academic science, technology, engineering and mathematics fields? 326
Wendy M. Williams, Susan M. Barnett and Rachel Sumner
16. Breakthrough for women on UK boards 339
Ruth Sealy
17. Women professionals in the software services sector in India 353
Vasanthi Srinivasan and Amit Gupta
18. A gendered analysis of international career development: progress, pitfalls and prospects 369
Savita Kumra

**PART 4 SUPPORTING WOMEN'S CAREER
DEVELOPMENT**

19.	Advancing women: a focus on strategic initiatives <i>Julie S. Nugent, Sarah Dinolfo and Katherine Giscombe</i>	391
20.	Women's leadership programmes are still important <i>Susan Vinnicombe, Lynda L. Moore and Deirdre Anderson</i>	406
21.	The effect of race and migration on the managerial advancement of women <i>Charmine E.J. Härtel, Nasreen Sultana and Günter F. Härtel</i>	420
22.	Factors supporting women's career advancement: differences between male and female CEOs in the United States <i>Alix Valenti and Stephen V. Horner</i>	433
23.	Best practice case studies <i>Lesley Brook and Jacey Graham</i>	452
24.	E-coaching as a technique for developing the workforce and entrepreneurs <i>Carianne M. Hunt and Sandra L. Fielden</i>	471
	<i>Index</i>	487