
Contributors

Deirdre Anderson is a Senior Lecturer in Organizational Behaviour at Cranfield School of Management. Her research interests include diversity and inclusion, gendered careers and flexibility with a focus on the challenges faced by senior professionals in meeting demands from both the work and non-work domains. Deirdre has published in *British Journal of Management*, *Gender in Management: An International Journal* and *Human Relations*. Deirdre is currently Director of the Executive MBA Programme at Cranfield.

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Stacy Blake-Beard is a Professor at Simmons School of Management where she focuses on the challenges and opportunities offered by mentoring relationships, and on how these relationships may be changing as a result of increasing workforce diversity. She received a 2010–11 Fulbright Award to support her project entitled ‘Systems of Sustenance and Support: Exploring the Impact of Mentoring on the Career Experiences of Indian Women’, in partnership with the Center for Leadership, Innovation and Change at the Indian School of Business in Hyderabad, India. She consults with a number of organizations on issues of diversity, implementing formal mentoring programmes and team building for organizations. She currently serves in an advisory capacity for Catalyst’s Women of Color Project and Harvard Medical School’s Office of Diversity and Community Partnerships.

Lesley Brook is a Director of Brook Graham Limited, a global diversity and inclusion consultancy firm whose clients comprise leading multinational corporations. Before co-founding the company in 2004, Lesley held a range of senior human resources and diversity roles in Shell International, based both in the UK and South Africa. She has extensive experience of managing organizational and cultural change in multinational settings. She has also served on the college council of King’s College, University of London.

Ronald J. Burke is Emeritus Professor of Organization Studies at the Schulich School of Business, York University, and he is also affiliated with ESADE in Barcelona. His research interests include women in management, women in science, crime and corruption in organizations, work and health, improving human resource management practices in workplaces and bringing about organizational changes that foster both individual and organizational health.

Suzette Caleo is a Visiting Assistant Professor of Management and Public Administration at Louisiana State University, where she teaches classes in human resource management and organizational behaviour. She received her PhD in social psychology from New York University and her BA in psychology from Florida International University. In her research, she

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Shani D. Carter is a Professor of Management and Special Assistant to the VPAA for Student Outcomes Assessment at Rhode Island College. Her PhD in personnel/human resource studies, labor economics and research methods, MS in personnel/human resource studies and labor economics and BA in government are from Cornell University. She teaches human resources, compensation, labor relations, and business, government, and society. She has published articles on training methods, cognitive ability, affect, skill certification, measurement, coefficient alpha, skills shortages, diversity and labor force projections.

Susan S. Case is a Professor of Organizational Behaviour and both women and gender studies and social justice at Case Western Reserve University. Her research interests include gender communication in organization; gendered workplace cultures; women in science; women's career-in-life integration; organizational inclusion and traditional wisdom, integrity and moral courage in organizations. She has published extensively in these areas. Her work on religion and business has led to her selection as a Kaufman Scholar at University of Maryland for 2012–13. She is past vice-president and president-elect of the International Organization for Communication, Language and Gender and has been on the executive board for the Academy of Management's Gender and Diversity Division.

Sarah Dinolfo works at Catalyst where she directs research that examines and addresses barriers to women's professional advancement. Drawing on her consulting experience with Fortune 500 companies, she provides organizations with a better understanding of issues facing both women and men at work and provides tools to create more inclusive work environments. Sarah's areas of study include mentoring and sponsorship, men's role in workplace inclusion, and the unwritten rules of advancement. As part of the Catalyst Award Evaluation Committee, she has worked with many organizations to evaluate, recognize, and enhance their inclusion initiatives. Sarah holds a MA in Industrial-Organizational psychology from Southern Illinois University at Edwardsville.

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Hetty van Emmerik is Full Professor of Organizational Theory and Organizational Behavior at the Department of Organization and Strategy, Maastricht University School of Business and Economics, the Netherlands. She is (co-)author of over 100 articles, chapters and books. Her research interests broadly include organizational theory and behaviour and (strategic) human resource management issues such as social relationships within organizations (for example, leadership and working within teams, mentoring, networking, social support issues) and the association of these topics with various career outcomes at the team and at the individual level (for example, team satisfaction, commitment, burnout and work engagement). Complementary interests include international management, gender differences, diversity within the working context and differential preferences of employees.

Sandra L. Fielden is a Senior Lecturer in Organizational Psychology in the Manchester Business School at the University of Manchester and a chartered occupational psychologist. This year she was involved in the Cabinet Office's campaign for the promotion of diversity on public boards. She is well-published with numerous journal papers, book chapters and is the co-editor of three books, including one recently published authored book *Minorities in Entrepreneurship* (with M.J. Davidson and G. Wood).

Katherine Giscombe leads the Catalyst initiative to address the specific challenges faced by diverse women around the world. She directed Catalyst's groundbreaking study, *Women of Color in Corporate Management: Opportunities and Barriers*, and several subsequent in-depth research studies on women of color. At Catalyst, she has also led several consulting engagements designed to improve inclusiveness of work environments. Dr. Giscombe has extensive corporate work experience, having supported marketing and new product development at a variety of *Fortune* 500 companies prior to joining Catalyst. She combines her doctoral training in Organizational Psychology from the University of Michigan and at the Institute for Social Research with her experienced-based perspective and research to design and conduct unique, comprehensive, and solutions-based research.

Jacey Graham is a Director of Brook Graham Limited, a global diversity and inclusion consulting firm whose clients are large multi-national organizations. Prior to co-founding the company in 2004, she was head of diversity strategy at Shell and before that spent 20 years in the financial

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Charmine E.J. Härtel, is Head of Management and Chair of Human Resource Management and Organisational Development at the UQ Business School, The University of Queensland, Brisbane Australia. Charmine is a registered member of the College of Organizational Psychologists (Australia), Fellow and President of the Australian and New Zealand Academy of Management and Program Chair of the Gender and Diversity in Organizations Division of the US Academy of Management. She is recognized internationally as a leading expert in the areas of diversity management and workplace well-being. Her pioneering work on the characteristics of positive and negative work environments has identified a number of the individual, group and organizational drivers of unhealthy and toxic work environments along with the leadership and human resource management strategies and practices to turn such situations around. Her work appears in over 60 book chapters and 85 refereed journal articles. She has won numerous awards internationally for her research, including five awards for innovation in organizational practice.

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S. Alexander Haslam is Professor of Organizational Psychology and Australia Laureate Fellow at the University of Queensland. His research focuses on social identity in social and organizational contexts, as represented in recent books: *The New Psychology of Leadership: Identity, Influence and Power* (with Reicher & Platow, 2011) and *Psychology in*

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Rosanne Hawarden recently completed a doctorate in Business and Administration, Massey University, New Zealand, on the networks of women directors. She is co-founder and South Island Chairperson of Women on Boards New Zealand Inc. She is a Director of a company representing Syspro, an international accounting (ERP) software house. Rosanne serves on the boards of several not-for-profit organizations. Her interest in Indo-Pacific trade networks has led to skills in maritime archaeology.

Madeline E. Heilman is Professor of Psychology at New York University where she served as coordinator of the industrial/organizational psychology programme for over 20 years. She received her PhD from Columbia University and was a member of the faculty at Yale's School of Organization and Management. Professor Heilman currently serves on the board of the *Journal of Applied Psychology*. Her research has focused on sex bias in work settings, the dynamics of stereotyping and the unintended consequences of preferential selection.

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Savita Kumra is a Senior Lecturer at Brunel Business School. Savita is a Visiting Fellow at Cranfield International Center for Women Leaders and is also International Research Fellow in the Novak Druce Centre for Professional Services at the Said Business School, University of Oxford. Savita's research interests focus on diversity, the gendered nature of the career development process in the professional services and the importance of developing and deploying key career enhancement strategies, for example, impression management. She has published in *British Journal of Management*, *Gender, Work and Organization* and *Journal of Business Ethics*. She has recently published her first book, co-authored with Dr Simonetta Manfredi: *Equality and Diversity Management: Theory and Practice*, published by Oxford University Press, which has just won the CMI Management and Leadership Textbook of the Year 2013.

Xiangfen Liang holds a PhD in Organization Behaviour from City University of Hong Kong and a BS and MS in Psychology from Beijing Normal University. Dr Liang currently works in marketing research and strategy consulting. Prior to her career in industry, Xiangfen worked at Case Western Reserve University as a research staff member. She is co-author of *Gender Equity in Science and Engineering: Advancing Change in Higher Education*, published in 2012. She has written several articles in the areas of employee turnover behaviours, gender diversity and organizational transformation.

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Lynda L. Moore has taught for over 30 years at the Simmons School of Management. Professor Moore teaches MBA and executive courses in gender, diversity and leadership, global mindset, culturally intelligent leadership and cross cultural comparative analysis of women leaders. She is Chair of the Organizational Behavior and Management Department and Faculty Affiliate of the Center for Gender and Organizations. Her research and numerous publications focus on women in global leadership, gender, diversity and leadership across cultures and the development of culturally sensitive leadership models. Professor Moore is a fellow of the Leadership Trust Foundation, UK, teaches at the Indian School of Business and was the recipient of a Fulbright fellowship to the United Arab Emirates.

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Julie S. Nugent is Senior Director at Catalyst Research Center for Corporate Practice and examines organizational diversity efforts, change models, career experiences and perceptions of women and men professionals across various levels and industries. She has authored numerous external book chapters as well as many Catalyst publications, including a suite of company practices and Catalyst Award-winning initiatives; *Making Mentoring Work* and related tools; and *Global Lesbian, Gay, Bisexual, and Transgender Inclusion: Advocating Change Across Contexts*. Julie received her MA in Industrial/Organizational psychology from New York University and taught a course on gender in the workplace as former

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Michelle K. Ryan is Professor of Social and Organizational Psychology at the University of Exeter and Professor of Diversity at the University of Groningen. She specializes in research into gender and gender differences. With Alex Haslam, she uncovered the phenomenon of the glass cliff, whereby women are more likely to be placed in leadership positions that are risky or precarious. This research was named by the *New York Times* as one of the top 100 ideas that shaped 2008.

Ruth Sealy is a Senior Research Fellow and Deputy Director of the Cranfield International Centre for Women Leaders. Ruth has led the research for the UK's annual Female FTSE *Women on Boards* report since 2007 and was the UK academic representative at the EU Justice Commissioner's Forum on women on boards in Oslo in May 2012. Ruth's research interests cover many aspects of women in leadership. She speaks regularly at academic and practitioner conferences, lectures on post-graduate courses and has written a number of book chapters and journal articles. Prior to joining Cranfield in 2004, Ruth was an entrepreneur.

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Jeffrey M. Turell co-authored the chapter on faculty career stages while he was a research associate with Diana Bilimoria at Case Western Reserve University, where he earned his master of public health. He collaborated on the ACES programme, presenting nationally at the NSF-ADVANCE conference. Currently he practices medicine in Northeast Ohio. Having written a children's book, he is pursuing publication. He resides in Greater Cleveland with his wife, two children and hound dog Trio.

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