

Acknowledgements

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I am proud that my son Jeff supports Leanne without reservation, and Brendan does the same for Sharon.

*Ronald J. Burke
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I feel fortunate that men have been allies in my career progress. As a first generation college student pursuing her undergraduate degree, Steve Kozlowski introduced me to the field of industrial/organizational (I/O) psychology and the possibility of graduate study. As a doctoral student, opportunities that I was afforded by Dan Ilgen and John Hollenbeck positioned me well for career success. As a new assistant professor, I was hired by a male department chair and welcomed into the I/O program by a group of male colleagues. Now 21 years into my career, I benefit from a male dean who supports my career goals. Of course, this is not to take anything away from the numerous women who have also supported my career as leaders, colleagues and mentors. Having spent time in male-dominated work environments, I know first hand that the support of men can be essential to women's career advancement. I also know that not every woman shares my positive experiences. I hope this volume contributes to positive change for all women.

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