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## Contributors

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**Doyin Atewologun** is a Lecturer in Organisational Leadership and Learning at the School of Business and Management, Queen Mary University of London and visiting faculty at Cranfield School of Management, UK. Dr Doyin Atewologun is a chartered organizational psychologist, researcher and consultant with expertise in leadership, diversity and inclusion, intersectionality and organizational transformation. Doyin has published in leading international, peer-reviewed management journals including *Gender, Work & Organisation*, *Journal of Managerial Psychology* and *British Journal of Management*.

**Carol Baron**, PhD, is Clinical Professor of Research Methods in Antioch University's Graduate School for Leadership and Change, USA. Her work at Antioch focuses on teaching graduate students in research and statistics. Carol earned a PhD from Virginia Commonwealth University and a Master of Arts in Social Research from the University of Chicago. Dr Baron serves as a research consultant to non-profit agencies and previously held research positions at the National Opinion Research Center and the Virginia Department of Social Services.

**Inge Bleijenbergh** is Associate Professor, Research Methods at Radboud University in the Netherlands. Dr Bleijenbergh is an expert in participatory research, facilitated modelling, gender and decision-making, and social policies. She coordinated two European Union seventh framework research projects on gender equality in academia. She publishes in journals such as *Journal of Management Studies*, *Social Politics*, *System Dynamics Review* and *Equality, Diversity & Inclusion*. She co-edited with Regine Bendl, Albert Mills and Elina Henttonen the *Oxford Handbook on Diversity in Organizations*.

**E. Holly Buttner** (PhD – University of North Carolina at Chapel Hill) is a Management Professor at the University of North Carolina at Greensboro, USA. Her research interests include diversity in organizations, leadership assessment, and human resource management. She is co-author of *Women Entrepreneurs: Moving Beyond the Glass Ceiling* and has published in *International Journal of Human Resource Management*, *Journal of Business Ethics*, *Organizational Behavior and Human Decision Processes* and *British Journal of Management*. She teaches Diversity and Inclusion in Organizations.

**Holly A. Downs** is a Senior Evaluation faculty member at the Center for Creative Leadership, Greensboro, USA. Holly earned her PhD in Educational Psychology from the University of Illinois at Urbana-Champaign. Her research investigates digital learning in leadership and science, technology, engineering, and mathematics programs.

**Helga Eberherr** is Senior Scientist and Lecturer at the Institute for Gender and Diversity in Organizations, Vienna University of Economics and Business, Austria. She studied sociology, political science and gender studies in Vienna and Paris. She holds a PhD in sociology from the University of Vienna and was a Marshall Plan Awardee at the University of California Berkeley. Her main areas of research are in the field of gendered organization and diversity studies, intersectionality, (re)production of inequalities and theory of social practices.

**Dennis Foley** is an Australian Aboriginal (Gai-mariagal/Wiradjuri) academic at University of Canberra, Australia, covering the diverse disciplines of Aboriginal epistemology. A Fulbright Scholar and Endeavour Fellow he is best known in the space of Indigenous entrepreneurship and enterprise development working closely with Indigenous colleagues in Aotearoa and Canada resulting in successful research projects nationally and internationally together with advising several state and federal Ministers on Indigenous issues.

**Kelly M. Hannum** is the President of Aligned Impact. Kelly earned a PhD in Educational Research, Measurement, and Evaluation from the University of North Carolina at Greensboro, USA and has won numerous awards for her work, including the American Evaluation Association's Marcia Guttentag Award.

**Ella Henry** is a Māori woman, and Senior Lecturer in Te Ara Poutama, the Faculty of Māori Indigenous Development, at Auckland University of Technology, New Zealand. Her Master's focused on Māori women and leadership, and her PhD on Māori entrepreneurship in screen production. Ella teaches in the fields of Māori media, Māori business and Māori development.

**Johanna Hofbauer** is a Professor of Sociology, Department of Socioeconomics, Vienna University of Economics and Business, Austria. Her research focuses on issues of power and domination in work organizations, with particular emphasis on the theories of Pierre Bourdieu. Her general concern for issues of gender inequality has recently taken her to investigate public sector reform in the fields of labour market agency and higher education. Key issues of this research are the impact of managerialism on performance and career conditions.

**Roswitha Hofmann** holds a doctorate in sociology. She is a researcher, author, scientific consultant and a Lecturer in Diversity Management at the Ferdinand Porsche University of Applied Science, Wiener Neustadt and in Queer-Feminist Science and Technology Studies at the University of Linz, Austria and the Technical University Vienna. Her main working areas are gender and diversity research with a focus on gender identity, sexual orientations/identities, diversity management under queer theoretical perspectives, sustainable organizational development and technical development from a queer-feminist point of view.

**Elizabeth L. Holloway**, PhD, American Board of Professional Psychology (ABPP) is a Professor of Psychology in the Graduate School of Leadership and Change at Antioch University, USA. She is a Fellow of the American Psychological Association (APA). She has over 35 years of experience as educator, researcher and consultant in clinical supervision and relational practice in higher education, organizations and mental health. Her most recent book is *Supervision Essentials: A Systems Approach to Clinical Supervision* (APA, 2016).

**Carla A. Houkamau** is the Associate Dean for Māori and Pacific Development in the Business School at the University of Auckland, New Zealand. Carla teaches diversity management, specializing in implicit bias in organizational decision-making. Carla's research interests include equity in higher education and the relationship between Māori identity and social and economic outcomes.

**Maddy Janssens** is a Professor of Organization Studies at the Faculty of Economics and Business, KU Leuven, Belgium. Her research interest centres on the relationship between 'difference' and emancipatory practices in organizations. Key areas of inquiry have been expatriate management, global teams, language and translation, diversity management, and inter-organizational collaborations. Her current research works with cosmopolitanism in order to consider how global connectivity is translated into ethical and political issues in global organizations.

**Deborah Jones** is an Associate Professor in the School of Management at Victoria University of Wellington, New Zealand. Most of her research has centred on issues of social justice, especially in relation to gender and race/ethnicity. Current research focuses on worker and workers in the creative industries, especially the film industry, and the relationships between cultural policy and labour policy; ethical issues in nongovernmental organizations; sexual orientation in the workplace; and domestic violence and organizations.

**Alain Klarsfeld** is Senior Professor at Toulouse Business School, France. He does research on skill-based management, corporate social responsibility (CSR), international human resource management and equality, diversity and inclusion. He founded and managed his institution's Master's in Human Resource (HR) Management 2003–15. He served as Department Chair of the HR and CSR at Toulouse Business School 2012–16. His present research includes talent management, gendered careers, gender pay gap, comparative equality and diversity management, and the management of religious diversity.

**Katharina Kreissl** is Research Associate at the Sociology of Diversity Chair at the Technical University of Munich, Germany. From an organizational theory perspective, she is interested in inequalities and differentiation as well as subjectivation and agency in (work) organizations. She was part of the research project 'GENIA – gender in academia' at the University of Vienna and Vienna University of Economics and Business in which she analysed identity work of junior academics in the context of the managerialist university.

**Monic Lansu** is a PhD candidate at the Institute for Management Research, Radboud University in the Netherlands. Equipped with a career in business, a lifelong interest in gender and a recent Master's in psychology, specializing in social psychological barriers to gender equality, her participatory action research focuses on how facilitated modelling works as an intervention method towards gender equality in science. She expects the research to result in papers on systemic gender knowledge generation, power dynamics and resistance towards agency.

**Jonna Louvrier** is a researcher at Hanken School of Economics and member of the GODESS Research Institute, Finland. Her research interests focus on diversity and inclusion, ontologies of difference and equality work. Her empirical work has been carried out in Finland, France and Silicon Valley. She gained her PhD in 2013 at Hanken School of Economics. Between 2014 and 2016 she worked as a postdoctoral fellow at the Clayman Institute for Gender Research at Stanford University.

**Kevin B. Lowe** is the Professor of Leadership in The University of Sydney School of Business, Australia. He formerly held the Fletcher Building Employee Education Trust Chair in Leadership at the University of Auckland and the Burlington Industries Research Excellence Professorship at the University of North Carolina at Greensboro. A recognized leader in the field of leadership, Kevin serves on eight editorial boards, including as the Associate Editor of *The Leadership Quarterly*. His meta-analytic publications have received more than 4000 citations.

**Ramaswami (Ram) Mahalingam** is a Professor of Psychology at the University of Michigan, Ann Arbor, USA. His research focuses on dignity in the workplace; cell phones and self; mindfulness and social justice. His research on dignity examines the lives of janitors in three countries: India, South Korea and the United States. His research on cell phones examines the complex relationship between cell phones and self construals. He developed a critical mindfulness framework to examine the relationship between interconnectedness and well-being.

**Albert J. Mills** is Professor of Innovation, University of Eastern Finland, Kuopio, Finland. He is the author, co-author and editor of over 40 books, including: *Gendering Organizational Analysis* (Sage, 1992); *Managing the Organizational Melting Pot* (Sage, 1997); *ANTI-History: Theorizing the Past, History, and Historiography in Management and Organizational Studies* (IAP, 2012), the recent *Oxford Handbook of Diversity in Organizations* (OUP, 2016), and *Insights and Research on the study of Gender and Intersectionality in International Airline Cultures* (Emerald, 2017).

**Jean Helms Mills** is Professor of Management at Saint Mary's University, Canada. She is the author and co-author of seven books, including: *Ageing, Organizations and Management* (Palgrave, 2017); *Understanding Organizational Change* (Routledge, 2008); *Identity Politics at Work* (Routledge, 2004); *Workplace Learning: A Critical Introduction* (Garamond Press, 2004) and *Making Sense of Organizational Change* (Routledge, 2003). She is the co-editor of the journal *Qualitative Research in Organizations and Management* and is on the editorial boards of several other journals.

**Shelagh Mooney** is a Senior Lecturer in the Faculty of Culture and Society, AUT University, Auckland, New Zealand. Her research exploring how societal structures privilege or penalize individuals based on gender, ethnicity, age and class has been published in journals that examine the interface between employment processes and society, as well as in hospitality and tourism specific publications. Dr Mooney's current research projects focus on the intersections of gender and other dimensions of diversity in careers and innovative research methods.

**Eddy S. Ng** is the F.C. Manning Chair in Economics and Business and Professor of Organizational Behaviour at Dalhousie University, Canada. His research focuses on diversity and inclusion, including public policy on fair treatment (for example, employment equity and affirmative action), managing diversity for organizational competitiveness and managing an intergenerational workforce. His work has been funded by the Social Sciences and Humanities Research Council of Canada and Canadian Studies grants. Dr Ng is also the Editor-in-Chief of *Equality, Diversity and Inclusion*.

**Barbara Poggio** is Vice-Rector for Equality and Diversity Policies at the University of Trento, Italy, where she also coordinates the Centre for Interdisciplinary Gender Studies. She teaches sociology of work and sociology of organization at the Department of Sociology and Social Research of the same university. Her research interests mainly deal with the relationship among gender, work and organizations, with a special focus on gender and science, gender and entrepreneurship, work–life balance. Moreover she is particularly interested in narrative research.

**Nick Rumens** is Professor of Organisation Behaviour at Middlesex University, London, UK. His main research interests are lesbian, gay, bisexual, transgender and queer (LGBTQ) sexualities and genders in organizations, workplace friendships and queer theory. He has published on these topics in journals including *Human Relations*, *Organization Studies*, *British Journal of Management*, *Organization*, *Sociological Review* and *Gender, Work & Organization*. He has also (co)authored and (co) edited a number of books, the latest being *Queer Business: Queering Organisation Sexualities* (Routledge, 2018).

**Irene Ryan** is a Senior Lecturer in the Business and Law Faculty, AUT University, Auckland, New Zealand. Inspired by feminist research in management, leadership and organizational studies her interests traverse the fields of gender and organizations, intersectionality studies, diversity and careers. Irene's work focuses on both intersectional inequalities and privilege. Currently, Dr Ryan is exploring the ways competitive sport can shed light on what is often invisible in other contexts such as paid employment. See more at <https://www.aut.ac.nz/profiles/business/senior-lecturers/irene-ryan>.

**Birgit Sauer** is Professor of Political Science at the Department of Political Science, University of Vienna, Austria. She was one of the founders of the section 'Gender and Politics' in the German Political Science Association; is a member of the Executive Committee of the European Consortium for Political Research and speaker of the Research Group 'Gender & Agency' at the University of Vienna. Her fields of research include: gender in political institutions, feminist state theory, gender and right-wing populism, affects and politics.

**Harriet L. Schwartz**, PhD, is a Professor in the Department of Psychology and Counselling at Carlow University, USA, where she also serves as chair of the MA in the Student Affairs programme. In addition, she is the Lead Scholar for Education as Relational Practice for the Jean Baker Miller Training Institute. Schwartz is currently writing a book about relationships and emotion in teaching.

**Chris G. Sibley** is a Professor in the School of Psychology at the University of Auckland, New Zealand. Chris has published more than 250 peer-reviewed articles and book chapters, is the editor of the *Cambridge Handbook of the Psychology of Prejudice*, and the lead investigator for the New Zealand Attitudes and Values Study.

**Angelika Striedinger** completed her PhD at Vienna University of Economics and Business and is currently a research assistant at the Institute for Advanced Studies, Vienna, Austria. Her research focuses on organization theory, gender equality and higher education. In her PhD thesis, she analysed the institutional work of equality agents in the context of a changing university landscape. In the research project 'GENIA – gender in academia', she investigated the gendered effects of new public management (NPM) on personnel structures in academia.

**Pleun van Arensbergen** is Lecturer, International Development Management at Van Hall Larenstein University of Applied Sciences in the Netherlands. Her expertise includes facilitated modelling, participatory research, gender and diversity in organizations, academic careers, talent management and group decision-making. She is skilled at both quantitative and qualitative research methods, as she was originally trained as a cultural psychologist and cultural anthropologist. She publishes in journals such as *Higher Education Policy*, *Research Evaluation*, *Personnel Review* and *Scientometrics*.

**Ilene C. Wasserman**, President of ICW Consulting Group, USA, works with leaders and teams to enhance communicating, collaborating and strategy implementation by leveraging diversity. She is on the faculty of Pennsylvania College of Osteopathic Medicine and a Senior Fellow at the McNulty School of Leadership, Wharton School. She has published several articles, book chapters and co-authored the book *Communicating Possibilities: A Brief Introduction to the Coordinated Management of Meaning (CMM)*. Coordinated management of meaning is an integral part of her consulting, teaching, research and being.

**Jon F. Wergin** has been Professor of Education Studies at Antioch's Graduate School of Leadership and Change, USA, since 2003; his teaching and scholarship there have focused on research methods and the application of human cognition to leadership theory. Dr Wergin is widely published on these topics and others, including books on professional education, higher education assessment, and leadership in academic departments. He is a professor emeritus at Virginia Commonwealth University and a former vice president of the American Educational Research Association.

**Patrizia Zanoni** is a Professor of Organization Studies at the Faculty of Business Economics at Hasselt University, Belgium, where she leads the research centre SEIN – Identity, Diversity & Inequality Research. She is also Chair in Organization Studies at the Utrecht School of Governance, the Netherlands. Drawing on various theoretical traditions, including critical discourse analysis and Marxist theory, her research investigates how social identities (for example, gender, ethnicity, disability and age) inform organizational practices, inequality within and across contemporary organizations, and processes of control and resistance. Dr Zanoni's work has appeared in international organization studies and educational journals.