Contributors

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Naheed Arshad-Mather is currently a Cabinet Member for Housing and Enforcement Management at Kirklees Council, UK. Local government is undergoing transformational change in the way it delivers council services during an era of swinging budget reductions imposed by national government. Naheed was a principal lecturer in higher education for 20 years, in social policy and criminology. Naheed is a former director of Mather Excel, an organization which provided oversight in governance, performance management, economic development and community sustainability. She provides a unique voluntary and community sector perspective combined with practical experience of innovation and leading successful not-for-profit organization. Prior to being an academic, she worked in local government, as a management consultant in training and development, non-executive chair of a regional infrastructure body, housing association, and member of numerous management committees. Naheed is an Employment Tribunal member and provides executive coaching and leadership mentoring.

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Gemma L. Bend is researching into diversity in organizations, looking specifically at exploring the intersection of gender and disability in organizations. She is currently completing her PhD at the Open University Business School, UK, looking at the intersection of social minority
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**Adelina M. Broadbridge** is a Senior Lecturer in the division of Management, Work and Organisation, Stirling Management School, UK. Her main research interests, and the focus of her PhD, are around the broad area of management careers, particularly in the UK retail industry. She has also researched issues connected with stress, age and work–life balance. She additionally has conducted research with Generation Y undergraduates and graduates and their perceptions and experiences of the initial stages of their careers. Adelina is the editor of *Gender in Management: An International Journal*, an editorial board member of *Equality, Diversity and Inclusion: An International Journal* and track chair of the Gender in Management stream at the British Academy of Management Conference. She founded the Gender in Management Special Interest Group, which has membership from around the world. She has devised and delivered programmes on personal and professional development of women working in the higher education sector, and is an Aurora role model.

**Thomas Calvard** is a Lecturer in Organization Studies and Human Resource Management at the University of Edinburgh Business School in the UK. At a general level, his research aims to understand how individuals and teams make sense of and attend to various viewpoints, perspectives and boundaries in organizational environments. More specifically, he is interested in and has written about sensemaking, big data, violence, diversity and boundary-spanning in organizations.

**Shawn M. Carraher** received his PhD from the University of Oklahoma, USA and was awarded the Oxford Journal Distinguished Research Professorship at the University of Cambridge, UK. He has served as Division Chair of the Management History and Technology & Innovation Management (TIM) Divisions, Academy of Management (AOM), as well as past President of the Small Business Institute and the SouthWest Academy of Management as well as Dean of the Counsel of Endowed Chairs and Past Division Chairs within the AOM TIM Division. He is
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**Shafaq Chaudhry** completed her PhD at Aston University, UK in 2016. Her PhD thesis explores the ways in which gendered working practices are constructed and experienced in the service sector in Pakistan. Shafaq’s main research interests include gender, work-based identities and religion in organizations. She is interested in ethnographic techniques to gain an in-depth insight into the work arena.

**Fiona Colgan** has been a member of the Teaching and Scholarship Staff Group in the Department of Management at Birkbeck College, University of London, UK since January 2016. Prior to that she was a Senior Research Fellow and Director of the Centre for Diversity, Corporate Responsibility and HRM (CRDHRM) at the Guildhall Faculty of Business and Law at London Metropolitan University, UK. Her research focuses on sexual politics, lesbian, gay, bisexual, transgendered (LGBT) issues and inclusion within the workplace; employee relations, engagement and the diverse workforce; and an exploration of the tensions between corporate social responsibility, equality, diversity and international human resource management (HRM). She has published articles on these topics in journals such as *Equality, Diversity and Inclusion, Gender, Work and Organisation, Human Resource Management Journal* and *Organization Studies*. Co-authored books include *Sexual Orientation at Work* (with N. Rumens, Routledge, 2015), *Gender, Diversity and Trade Unions* (with S. Ledwith, Routledge, 2002) and *Women in Organisations* (with S. Ledwith, Macmillan, 1996). A recent publication is her chapter on ‘LGBT company network groups in the UK: Tackling opportunities and complexities in the Workplace’ (2016) in *Sexual Orientation and Transgender Issues in Organizations: Global Perspectives on LGBT Workforce Diversity*, edited by Thomas Köllen (Springer, New York).
Contributors

Austin Elluru received his BA in Psychology from Hope College, USA. As an undergraduate he was involved in research in the areas of weight discrimination and the physiological effects of worry. He also participated in the track and cross-country teams. He is currently enrolled in a master’s programme in clinical psychology.

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Dennis Foley is a Professor of Entrepreneurship in the Faculty of Business, Government and Law at the University of Canberra, Australia. He is of Aboriginal descent (Gai-mariagal/Wiradjuri), researching primarily in the fields of Aboriginal entrepreneurship: enterprise, history and education. A Fulbright Scholar and Endeavour Fellow, he is a leader in research in the space of Indigenous entrepreneurship and enterprise development in Australia, working closely with Indigenous colleagues in Aotearoa and Canada. This has led to numerous editorial roles on both mainstream and Indigenous journals; successful research projects in Australia, New Zealand and Canada; appointments to prestigious research funding bodies in Australia, New Zealand and Canada; and he has advised several state and federal ministers on Indigenous issues. He has undertaken qualitative case study research on Aboriginal entrepreneurs in Australia, Bhutan, Denmark, Canada, Fiji, Ireland, South Korea, Taiwan, Thailand, New Zealand and the USA.

Fiona Gavin is a Chartered Occupational Psychologist and is currently employed at the University of Nottingham, UK, where she is the Course Director for the MSc in Management Psychology and a Lecturer in Occupational Psychology. Prior to this appointment, Fiona was employed as an organizational psychologist within the civil service and was an independent consultant to a wide range of client-companies. An experienced researcher with a specialism in workplace diversity, collaborators include public sector, private sector and charitable organizations, including those with national and international profiles; recent work includes a
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Lana L. Huberty joined Concordia University, St Paul, USA in 2013. Lana began her career in health and wellness in 1989 with group and individualized fitness training. Her specialized training includes certifications from such professional organizations as National Exercise Trainers Association (NETA), YogaFit, Les Mills International (LMI), and MOSSA. Within the sport and recreation industry, Lana has served as an administrator, assisting in the start-up of several multi-million-dollar projects. Research interests and publications focus on sport marketing and sponsorship, diversity within sport management, sustainability, and general health and wellness.

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Laurie Gutmann Kahn is an Associate Research Professor at the University of Oregon, USA. She holds a Doctorate in Special Education from the University of Oregon with an emphasis in secondary special education and transition. Before pursuing her doctoral degree, Laurie was a special education high school teacher in the Bronx, New York, where she focused on career development education for students with disabilities. Her research and practice interests include the intersection of culture and disability in educational research, the use of disability studies in special education practices, and the education of teachers working with students with disabilities.

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Robert Kilpatrick has visited 70 countries and supervised development programme evaluations in a number of them. He has been founding chief executive officer or chairperson of a number of businesses, development and advocacy organizations, and charities, while helping initiate businesses in the slums of Kolkata (India), in Xiangzhou (China), in Lae (Papua New Guinea), and the black states of Myanmar. His PhD at Auckland University of Technology, New Zealand, was on ‘The business of peace-building: Redeeming the entrepreneurial spirit for reconciliation’. In previous incarnations he has been a teacher of physics and maths, a minister of religion, a college principal and a lecturer in social anthropology.

Jessica F. Kirk is a doctoral candidate in management and entrepreneurship at the Leeds School of Business at the University of Colorado Boulder, USA. Her research interests include leadership, entrepreneur identity, gender bias and work group effectiveness. She holds a Bachelor of Science degree in Mechanical Engineering from the University of Missouri, USA, and a Master of Business Administration degree
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Thomas Köllen is a faculty member in the Department of Organization and Human Resource Management at the University of Bern, Switzerland. Prior to that, he was an assistant professor at the Institute for Gender and Diversity in Organizations (Department of Management) at Vienna University of Economics and Business (WU), Austria. He has studied in Germany (Friedrich Schiller University, Jena), Italy (Università di Torino) and Austria (WU Vienna). He was a Doc Team Fellow of the Austrian Academy of Sciences (2006–09) and a Visiting Scholar at Goethe University Frankfurt, Germany (2007) and Universidade Federal Fluminense (UFF) in Niteroi, Brazil (2012). In 2016 he was a Visiting Professor at Rowe School of Business, Dalhousie University, Halifax, Canada. Dr Köllen’s academic research interests include business ethics; issues of gender, gender identity and sexual orientation in management and organizations; and national identities and nationalism in the workplace. He has published articles on these topics in journals such as the International Journal of Human Resource Management, Journal of Business Ethics, German Journal of Human Resource Management, Philosophy of Management and Management Research Review. In 2016 he has edited the book Sexual Orientation and Transgender Issues in Organizations: Global Perspectives on LGBT Workforce Diversity (Springer). Currently he is guest editor-in-chief of a Special Issue of Equality, Diversity and Inclusion on ‘Moral Perspectives of Equality, Diversity and Inclusion’.

Lauren Lindstrom is a Professor and Dean of the School of Education at the University of California, Davis, USA. Dr Lindstrom has focused her career on developing innovative career development programmes and improving post-school employment outcomes for young adults with disabilities. Her research examines the interplay of individual factors such as gender, socio-economic status, disability and family expectations, with system-level factors such as school services, educational policies and barriers in the workplace. She has developed school and community-based interventions and disseminated findings through publications, products and conference presentations. Dr Lindstrom has also provided training to career and education professionals from multiple countries including Micronesia, Jamaica, Russia, Saudi Arabia and South Africa. In 2013, she received the European Association of Service Providers for Persons with Disabilities ‘Employment for All Award’ in recognition of
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**Judy McGregor**, (Professor), CNZM, is Head of the School of Social Sciences and Public Policy at Auckland University of Technology, New Zealand, and Associate Dean Postgraduate. Judy was the first Equal Employment Opportunities Commissioner with the New Zealand Human Rights Commission between 2002 and 2012, and has wide expertise in human rights and social justice issues, and specific interests in discrimination issues, women’s rights, gender equality in governance, and professional and public life. Her report on equal employment opportunities issues in aged care, *Caring Counts*, was the catalyst for equal pay claims currently in the New Zealand courts. She has researched the nexus between human rights of older people and those who care for them, with a focus on equal pay. She is a former newspaper editor with a particular interest in freedom of expression; a trained lawyer; and author or editor of eight books, including four journalism texts and a book exploring the employment of older workers. Her latest co-authored book is *Human Rights in New Zealand: Emerging Faultlines* (with M. Wilson and S. Bell, Bridget Williams Books). She has held fellowships at Cambridge and Edinburgh universities in the UK, and in 2016 was the NZ–UK Link Foundation Visiting Professor at the University of London’s School of Advanced Studies, UK.


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Timothy Pratt is in the final stages of a PhD as a Vice Chancellor’s Doctoral Scholar in the Management Department at Auckland University of Technology, New Zealand. His research employs constructivist grounded theory to explore collaboration of New Zealand’s civil society organizations amidst neoliberalism. Timothy’s academic interests are derived from vocations as a minister of religion and chief executive of religious civil society organizations in New Zealand and the United Kingdom, where his objectives are to enhance the effective management, leadership and governance of these highly complex organizations so that they create social value within society.

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Nick Rumens is Professor of Organisation Behaviour at Middlesex University, London, UK. His research uses queer theory to examine lesbian, gay, bisexual, transgender and queer sexualities and genders, workplace friendships, intimacies and identities in organizational settings. He has published on these topics in journals including Organization Studies, Human Relations, British Journal of Management, Organization, Gender, Work and Organization, Sociological Review, Management Learning and Critical Perspectives in Accounting. He has also published a number of books, including Queer Company: Friendship in the Work Lives of Gay Men (Ashgate, 2011), Sexual Orientation at Work: International Issues and Perspectives (Routledge, 2014, co-edited with Fiona Colgan) and Contemporary Perspectives on Ecofeminism (Routledge, 2015, co-edited with Mary Phillips). His latest research monograph is Queer Business: Queering Organisation Sexualities (Routledge, 2018).

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**Sherry E. Sullivan** earned her PhD from the Ohio State University, USA, and is a Fellow of the Southern Management Association. She has published in peer-reviewed journals including the *Journal of Applied Psychology*, *Journal of Management*, *Journal of International Business Studies*, *Group and Organization Management* and *Career Development International*. She is the co-author of *The Opt-Out Revolt: Why People are Leaving Companies to Create Kaleidoscope Careers* (with L.A. Mainiero, Davis-Black Publishing) and an editor of the book *Winning Reviews: A Guide for Evaluating Scholarly Writing* (with Y. Baruch and H. Schepmyer, Palgrave). Sherry is a former chair of the Academy of Management’s (AOM) Career Division and a former board member of AOM’s Gender and Diversity in Organizations Division. She has been honored with the Southwest Academy of Management’s Distinguished Educator Award and was named an Oxford Journal Distinguished Research Professor.

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Richie Thomas is a doctoral student in Special Education at the University of Oregon, USA. His career has focused on the design and implementation of career development strategies for transition-age youth in under-resourced communities and in relation to constructs of human difference—gender, class, disability designation, and so on. His experiences have lead him to conjecture that ecological system activities are a response to environmental, economic, and cultural trends and are therefore important in understanding the relationships between ecological health, economic well-being and civic participation. His current research focuses on the design and implementation of educational and career pathway innovation, inequity of opportunities in under-resourced communities, and the relation of research and practice.

Frances Tomlinson is a partially retired Senior Lecturer in the Guildhall School of Business and Law, London Metropolitan University, UK. Her interests lie at the intersection of organizing, difference and identity:
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