Contributors

Edwin Obilo Achola is currently an Assistant Professor of Special Education at California State University Long Beach, USA. He earned his PhD in Special Education and Disability Policy from Virginia Commonwealth University, USA. In the last 10 years, Edwin has worked as a classroom teacher, teacher educator and researcher, focusing primarily on culturally diverse students with disabilities in the United States and Kenya. His research and teaching activities have focused on culturally responsive transition planning and higher education for students with disabilities. He has co-authored a number of book chapters and published research articles on various topics in the field of transition planning and diversity. His research themes include meaningful involvement of culturally diverse families in transition planning, transition assessments, development of culturally responsive transition plans, as well as post-secondary education success for traditionally under-represented youths and families.

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Management: An International Journal. She is studying the academic work environment and recently edited a Special Issue on the theme of ‘Women in Academia’ for Gender in Management: An International Journal.

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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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
Clinical Professor of International Business at the University of Texas at Dallas, USA. In 2015 at the Said Business School, University of Oxford, UK, Shawn was named one of the top 50 Outstanding Global Business Educators, and then in 2016 was named among the dozen most impactful professors in business in the world in Switzerland, by the Swiss Government.

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**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).
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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**Kara Hirano** is a Postdoctoral Research Fellow in the Secondary Special Education and Transition Research Program at the University of Oregon, USA. More than a decade working with children, youth and families in community mental health programmes, and most recently with students under-represented in higher education, has influenced her interest in issues of access, equity and opportunity. She is particularly interested in secondary special education, and planning for the transition from high school to adult roles. Her recent research focuses on the role of families in these processes and factors that influence their decision to become involved.

**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.

**Melissa Hynd** completed her undergraduate degree at the University of Stirling, USA, graduating with a first class honours in Business Studies and Human Resource Management. She was awarded the prize of undergraduate human resource management (HRM) dissertation of the year. During her final year of university, she worked within the university’s Management School as a student research assistant with Adelina Broadbridge. Melissa currently works for Entrepreneurial Scotland, an organization that is at the forefront of a movement to make Scotland the most entrepreneurial society in the world. Her current role as Membership Executive sees her working on both mentoring programmes and talent matching initiatives.

**Sammar Javed** is completing her PhD thesis on ‘Knowledge management in Pakistani think tanks’ at the University of Huddersfield, UK. Her research interests mainly include knowledge management, organizational strategy, organizational performance, think tanks, and diversity and
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**Stefanie K. Johnson** is an Assistant Professor of Management at the Leeds School of Business, University of Colorado Boulder, USA. She did her PhD at Rice University, USA and is particularly interested in the effects of unconscious biases in the evaluation of women and minorities, with the goal of finding ways to mitigate those biases. Stefanie has published 40 journal articles and book chapters in outlets such as the *Harvard Business Review*, *Journal of Applied Psychology* and *Academy of Management Journal*. She has presented her work at more than 50 meetings around the world, including at the US White House for a 2016 summit on diversity in corporate America on National Equal Pay Day, and the 2016 Harvard Negotiation and Leadership Conference, USA.
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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.

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**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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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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