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.

Tanuja Agarwala is Professor of Human Resource Management (HRM) and Organizational Behaviour (OB) at Faculty of Management Studies, University of Delhi, India from where she received her PhD. She has postgraduate and MPhil degrees in Psychology with specialization in organizational behaviour from the University of Delhi. Her research interests focus on organizational commitment, human resource innovations, career management, work–life integration, performance and reward management, gender issues, and corporate social and environmental responsibility. With almost 26 years of teaching and research experience, she has received national and international awards for her research, notably the ASTD Research-to-Practice Citation (2004), Best Paper Award in the 1st International Conference of AHRD-USA and India (2002) and the 3rd Asian Conference of the AHRD-USA and Korean AHRD (2004). She is also the recipient of the All India Council for Technical Education (AICTE) Career Award for Young Teachers (2001) and UGC Fellowship. She has authored book chapters, research and conference papers at national and international level and a book titled Strategic Human Resource Management published by Oxford University Press. She was a member of the editorial advisory board of Equality, Diversity and Inclusion and is on the editorial board of Gender in
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
identities in two different types of employment: mainstream and sheltered. She completed her Master by Research (MRes) at the Open University Business School and her master’s dissertation was titled: ‘An exploration of gender and disability in the workplace’. She presented her research findings from her master’s at the Gender, Work and Organisation conference in 2016. She completed her undergraduate degree at the Manchester Metropolitan University, UK, studying BSc Psychology. Her undergraduate dissertation looked at the psychological well-being of university students and was titled: ‘The effects of expressive writing on adult’s psychological well-being’.

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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Elsa T. Chan is an Assistant Professor in the Department of Management at City University of Hong Kong. She completed her PhD in Management and Entrepreneurship at the Leeds School of Business, University of Colorado Boulder, USA. Her research focuses on humility and compassion in leadership and entrepreneurship. She also studies race and gender biases in organizations.

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).
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.

Sandra L. Fielden is an Honorary Senior Lecturer in Organizational Psychology in the Manchester Business School at the University of Manchester, UK, a Chartered Occupational Psychologist, and an Associate Fellow of the British Psychological Society. Over the last 15 years she has been involved in applied diversity research within the public and private sector, and in several areas including gender and ethnic entrepreneurship, gender in management, coaching and mentoring, sexual harassment and evaluation studies. She was involved in the Cabinet Office’s campaign for the promotion of diversity on public boards and is well known globally for her work in gender and management. Sandra is well published, with numerous journal papers and book chapters and has co-authored or co-edited ten books.

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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
diversity audit for the Council of Europe in Strasbourg, France, and a project with the Secretariat of the European Union. Research interests include ‘modern’ forms of discrimination, gender and career barriers, managing diversity, and the social impact of contemporary equality legislation.

**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
gender management studies. She has recently been involved in a number of projects: (1) the socio-economic impact of subsea cables; (2) risk and governance disclosure in the UK higher education sector; and (3) governance and risk disclosure in UK further education colleges. She has served with the university in several dimensions of management including admissions, exams, graduation ceremonies and networking events. She has also worked for the UK market research industry. In addition to being a member of British Academy of Management, and an advisor for Ontario College for Research and Development in Canada, she contributes as a reviewer for several conferences and journals. She completed her Postgraduate Certificate in Research Methodology and Teacher Assistant Preparatory Programme from the University of Huddersfield in 2013. She also has teaching experience ranging from school to postgraduate level. Her qualifications include an MBA in Finance, and BS (Hons) in Computer Sciences. Before moving to the UK she was serving in an Islamabad, Pakistan-based think tank on strategic posts.

**Hannah Jepson** is a qualified occupational psychologist and graduated from Manchester Business School. Hannah is currently the Director of Assessment and Selection at Ambition School Leadership, a successful UK education charity whose mission is to eradicate educational disadvantage by developing outstanding leaders for challenging schools nationwide. In this role, Hannah has successfully created and fine-tuned the processes that identify and position these leaders. Prior to this she worked for Teach First, another education charity; and before that a successful independent business psychology consultancy. Hannah is also on the board of trustees for a lesbian, gay, bisexual, transgendered (LGBT) youth charity in the North West of England, The Proud Trust and the co-founder of LGBTed, a grassroots movement that aims to support and empower LGBT teachers and leaders to be authentic in schools.

**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.
Jackie Jones is Professor of Feminist Legal Studies at the University of the West of England, UK and a human rights activist. She specialises in women’s human rights and equality more generally. She has written about transgender issues for a number of years, as well as sexualities, dignity at work, human dignity as a legal theory, trafficking for the purposes of sexual exploitation, and equality in Wales. She is currently President of European Women Lawyers Association, Chair of Wales Assembly of Women, and trustee of two non-governmental organizations. She is often asked to consultation events as expert at international institutions (including the United Nations, European Union Institute for Gender Equality (EIGE), European Commission, Council of Europe, EU Fundamental Rights Agency (EU FRA)) and governments (giving evidence in the UK Parliament and the National Assembly for Wales). She speaks internationally at many events and conferences on equality and is a trainer on human rights.

Marjut Jyrkinen is Associate Professor in Work-Life Equality and Gender Studies at the University of Helsinki, Finland, and Research Director of the Social and Economic Sustainability of Future Working Life research consortium (weallfinland.fi) a consortium funded by the Strategic Research Council at the Academy of Finland. Jyrkinen’s current research addresses the sustainability of work-life; organizational cultures, ethics and policies; and diversities and intersectionalities of gender, age and ethnicity in organizations, management and leadership. Her most recent publication in 2017 is ‘MyManagement: women managers in gendered and sexualised workplaces’, Gender in Management: An International Journal, 32 (2), pp. 98–110 (with Linda McKie).

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.

Katherine Karl is a Professor of Management at the University of Tennessee at Chattanooga, USA. She holds a PhD in Organizational Behavior and Human Resource Management from Michigan State University, USA. Dr Karl has taught a wide variety of management courses including human resource management, employment law, labour
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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
her efforts to promote employment and access for individuals with disabilities.

**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.

**Linda McKie** is Professor of Sociology and Dean/Head of the School of Social and Political sciences at the University of Edinburgh, UK. She has published widely on gender, work and care, including McKie, L., Biese, I. and Jyrkinen, M. (2013), “‘The best time is now!’ The temporal and spatial dynamics of women opting in to self-employment”, *Gender, Work and Organization* 20(2): 184–196, and Jyrkinen, M. and McKie, L. (2012), ‘Gender, age and ageism: Experiences of women managers in Finland and Scotland’, *Work, Employment and Society* 26(1): 61–77. Recent work includes McKie, L. and Ryan, L. (2016), *An End to the Crisis of Empirical Sociology? Trends and Challenges in Social Research* (Routledge). She is currently a co-investigator on the European Research Council-funded project Knowledge for Use (led by Nancy Cartwright; see https://www.dur.ac.uk/k4u/).

**Mark E. Moore** is a faculty member in the Department of Kinesiology at East Carolina University, Greenville, North Carolina, USA. His research interests relate to the examination of organizational and marketing theories as they apply to sport organizations. His work has been published in such journals as *Vocational Behavior, Gender in Management, Equality, Diversity and Inclusion: An International Journal, Sport*
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Dennis Nickson is Professor of Service Work and Employment at the Department of Human Resource Management, University of Strathclyde, UK. His primary research interests centre on work and employment issues in interactive service work, with a particular concentration on the retail and hospitality industries. He is one of the team – along with Professor Chris Warhurst and the late Professor Anne Witz – who developed the concept of aesthetic labour. His work has been published in journals such as Work, Employment and Society, Human Resource Management (US), the Human Resource Management Journal, International Journal of Human Resource Management and Economic and Industrial Democracy. Sole and co-authored books include Human Resource Management for the Hospitality and Tourism Industries, 2nd edition (Routledge, 2013). He is also editor-in-chief of Employee Relations.

Mustafa Bilgehan Ozturk is Lecturer in Management in the School of Business and Management at Queen Mary University of London, UK. His academic research interests include diversity management and workplace equality and inclusion, with particular emphasis on gender, gender identity and sexual orientation in management and organizations. Mustafa’s research is wide-ranging in terms of both geographic context and sectoral as well as organizational settings. Using a variety of theoretical and empirical approaches in his research, he has authored or co-authored a series of academic journal articles and book chapters in diverse topic areas, such as marginalization experienced by gay male academics in UK business and management schools, the employment experiences of lesbian, gay, bisexual (LGB) employees in Turkey, the career advancement barriers faced by female managers in China, the workplace issues of transgender workers in the UK, as well as more theoretical pieces on global diversity management and cross-cultural management. Mustafa’s research has appeared in journals such as the British Journal of Management, International Journal of Human Resource Management, Human Resource Management and Human Relations, as well as distinguished edited volumes published by Cambridge University Press and Oxford University Press, among others.

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Joy Van Eck Peluchette is a Professor of Management at Lindenwood University, USA. She previously taught at the University of Wollongong, NSW, Australia and at the University of Southern Indiana, USA. Dr Peluchette holds a DBA in Organizational Behavior from Southern Illinois University at Carbondale, USA. Dr Peluchette has taught a wide range of management courses at both the graduate and undergraduate levels, including organizational behaviour, principles of management, leadership skills, human resource management, business/government and society, diversity management, and strategic management. Her recent research publications have focused on the human resource implications of workplace attire, workplace fun and use of social media; as well as issues related to the millennial generation such as helicopter parents, classroom incivility and academic entitlement. Dr Peluchette is an associate editor for the Journal of Leadership and Organizational Studies. She has also held leadership roles in the Midwest Academy of Management, serving as Program Chair, President, and Chair of the Board.

Edwina Pio is New Zealand’s first Professor of Diversity, a Fulbright alumna and recipient of a Duke of Edinburgh Fellowship. She is University Director of Diversity at the Auckland University of Technology, Aotearoa/New Zealand. Embodying her passion for interdisciplinary scholarship, her research interests and publications encompass the intersections of work, ethnicity, religion and pedagogy. Her accolades include Visiting Professor at Boston College, USA; research fellowship at Jonkoping International Business School, Sweden; and Visiting Academic at the University of Cambridge, UK. Edwina is the leader of the research group Immigration and Inclusion; she was chair of the Business Post Graduate Board of Studies and is a member of her university’s Postgraduate Board and the Spirituality Steering Committee, all at Auckland University of Technology. She is Co-Director of the Global Centre for Equality and Human Rights, UK and former Associate Director of the New Zealand India Research Institute. She has been on the board of the Australia New Zealand Academy of Management (ANZAM), and Chair of their Education Committee and Associate Director of the New Zealand India Research Institute.

Contributors

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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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Patricia V. Roehling received her PhD in Clinical Psychology from Wayne State University, USA. She is currently a professor in the Psychology Department at Hope College, USA. Previous positions include Director of Research at the Cornell Employment and Family Careers Institute, USA; and psychologist at Wayne County Clinic for Child Study, USA. She has also maintained a private clinical practice. She has published in the areas of alcohol use, acculturation, weight discrimination pedagogy, and work and family.

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 Contempory Perspectives on Ecofeminism (Routledge, 2015, co-edited with Mary Phillips). His latest research monograph is Queer Business: Queering Organisation Sexualities (Routledge, 2018).

Yusuf M. Sidani is Professor of Leadership and Business Ethics at the Suliman S. Olayan School of Business, American University of Beirut, Lebanon. He has a PhD in Organization Behavior from the University of Mississippi, USA; an MBA from Indiana University, USA; and a BBA from the American University of Beirut, Lebanon. Yusuf’s research focuses on gender and diversity in organizations in addition to business ethics and corporate social responsibility (CSR), with special interest in
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**Helen Woodruffe-Burton** is Professor of Marketing and Director of the Business School at Edge Hill University, UK. Previously, she was Professor of Marketing at Newcastle Business School, UK and also worked at Lancaster University Management School, UK for ten years. Her academic career spans 27 years in higher education prior to which she worked in sales and marketing within the computing and financial services sectors. Her main area of research is marketing and consumer behaviour, and she has published many conference papers, articles in refereed journals and book chapters, as well as a book on *Services Marketing* (London: Pearson). Helen has also written a number of articles and book chapters in the area of gender, sexuality and identity in the wider field of management and employment, and has a particular interest in diversity and equality. Outside academia, Helen is active within her profession as a Chartered Marketer and a Liveryman of the Worshipful Company of Marketors, a City of London Livery Company.