Contributors

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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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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.

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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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**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.

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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.

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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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Tiana Povenmire-Kirk earned her doctorate from the University of Oregon, USA in 2009. She has worked in the field of transition and vocational development for people with disabilities since 1991. Her research interests include transition for people with disabilities from diverse backgrounds, exploring hegemony in special education, cultural representations of disability, and cultural competence for educators. She has worked in Arizona, Oregon, Maine and North Carolina in the USA. She is a mother of five, stepmother of three, and grandmother of two. In her free time, of which there is little, she enjoys helping her children to develop their skills in the areas of sewing, cooking, building and tending to living things. She encourages them to think critically about the world around them and their own impact upon it. She currently lives in the Pacific Northwest of the USA, and writes young adult fiction.

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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**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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