Welcome to the 1999 GDO Doctoral Consortium: Finding a Job That's Right for You
- 6:00-9:00 Hyatt West: Truffles
Presenters: Michael B. Arthur, Suffolk U.; D. Anthony Butterfield, U. of Massachusetts, Amherst; Virginia E. Schein, Gettysburg College

Saturday 7:00 am

484. 1999 GDO Doctoral Consortium: Continental Breakfast
- 7:00-8:00 Hyatt West: New Orleans
Preregistration required
Organizers: Jeffrey H. Greenhaus, Drexel U.; Saroj Parasuraman, Drexel U.

Saturday 8:00 am

485. 1999 GDO Doctoral Consortium: New Directions for Research on Gender and Diversity
- 8:00-9:30 Hyatt West: New Orleans
Preregistration required
Organizers: Jeffrey H. Greenhaus, Drexel U.; Saroj Parasuraman, Drexel U.
Panel: Martin N. Davidson, U. of Virginia; Suzan Lewis, Manchester Metropolitan U.; David A. Thomas, Harvard U.

Saturday 9:30 am

- 9:30-11:00 Hyatt West: New Orleans
Preregistration required
Organizers: Saroj Parasuraman, Drexel U.; Jeffrey H. Greenhaus, Drexel U.
Panel: Denise M. Rousseau, Carnegie Mellon U.; Phyllis Tharenou, Monash U., Caulfield

Saturday 11:00 am

487. 1999 GDO Doctoral Consortium: Developing a Research Program
- 11:00-12:30 Hyatt West: New Orleans
Preregistration required
Organizers: Jeffrey H. Greenhaus, Drexel U.; Saroj Parasuraman, Drexel U.
Panel: Ella L. Bell, U. of North Carolina, Charlotte; Michelle K. Duffy, U. of Kentucky; Alison M. Konrad, Temple U.; Jason D. Shaw, Drexel U.

Saturday 1:30 pm

488. GDO Research Workshop: Exploring the Intersection of Race and Gender
- 1:30-5:30 Hyatt West: New Orleans
Contact Laura Graves (lgraves@clarku.edu) for more information.
Chair: Laura M. Graves, Clark U.
Panel: Karen L. Proudford, Morgan State U.; Stacy Blake-Beard, Harvard U.; Ella L. Bell, U. of North Carolina, Charlotte; Marilyn J. Davidson, U. of Manchester Institute of Science and Technology; Gary N. Powell; D. Anthony Butterfield, U. of Massachusetts, Amherst; Myrtle P. Bell, U. of Texas, Arlington

Saturday 5:30 pm

489. GDO Preconference Reception
- 5:30-6:30 Hyatt West: New Orleans
Sponsored by The Ada Ida Gannon, BVM, Center for Women and Leadership at Loyola University Chicago

Organizer: Laura M. Graves, Clark U.

Sunday 8:30 am

490. GDO Continental Breakfast and Networking: An Opportunity to Establish New Partnerships for Conducting and Publishing Research
- 8:30-10:00 Hyatt West: New Orleans
Chairs: Ellen A. Fagenson, George Mason U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee

Monday 10:40 am

- 10:40-12:00 Hyatt West: Stetson F
Chair: Razelle Frankl, Rowan U.
Published in Conference Proceedings
Correlates of Voluntary vs. Involuntary Part-Time Employment Among Women, Richard K. Caputo, Yeshiva U.; Mary Cianni, Towers Perrin
Job Attribute Preferences in the Changing Context of Employment and Family Relationships, Linley Claire Hartmann, U. of South Australia; Peter W. O'Brien, U. of Adelaide; Margaret G. Patrickson, U. of South Australia
Professional and Psychological Benefits of Multiple Roles for Managerial Women, Marian N. Ruderman, Center for Creative Leadership; Patricia J. O hlott, Center for Creative Leadership; Kate Panzer, Center for Creative Leadership; Sara N. King, Center for Creative Leadership
Discussant: Jasmine Tata, Loyola U., Chicago

Monday 1:00 pm

492. Paper: Macro Perspectives on Workplace Diversity
- 1:00-2:10 Hyatt West: Stetson F
Chair: David M. Porter, U. of California, Los Angeles
The Impact of Cultural Diversity on Organizational Effectiveness: An Integrative Theory of Process and Content, Orlando Curtae’ Richard, Louisiana Tech U.; Thomas A. Kochan, Massachusetts Institute of Technology
Organizational Characteristics and Racial Diversity, Dail L. Fields, George Washington U.; Jodi S. Goodman, Purdue U.; Terry C. Blum, Georgia Institute of Technology
Explaining Why Diversity Sometimes has Positive Effects in Organizations and Sometimes has Negative Effects in Organizations: The Perceived Dissimilarity Openness Moderator Model, Charmine E. J. Hartel, U. of Queensland; Yuka Fujimoto, U. of Queensland
Published in Conference Proceedings
Discussant: Faten M. Moussa, State U. of New York, Plattsburgh

Monday 4:10 pm

494. Paper: Creating Change through Affirmative Action
Tuesday 7:30 am

GDO Division Breakfast

Tuesday 9:10 am

Paper: Careers as Life Journeys

Chair: Freida Reitman

The Midlife Transition of Professional Women: An External and Internal Recalibration, Judith R. Gordon, Boston College; Joy E. Beatty, Boston College; Karen S. Whelan, Samford U.

Professional Women's Mid-Career Satisfaction: Toward a Multilevel Framework, Ellen Ross Auster, York U.

Women's Versus Men's Managerial Careers: Is It a Case of Comparing Apples and Oranges?, Catherine Kirchmeyer, Wayne State U.

Published in Conference Proceedings

Towards a Model of the Female International Career Move: A Qualitative Study in a European Context, Margaret Linehan, U. College, Cork; James Walsh, U. College, Cork

Published in Conference Proceedings

Discussant: Roya Ayman, Illinois Institute of Technology

Tuesday 2:00 pm

Paper: Identity Journeys into a Pluralistic World

Chair: Gary N. Powell, U. of Connecticut

Sexuality and Organizational Theorizing: A Queer Theory Approach, Carlos B. González, U. of Massachusetts, Amherst

Sexual Identity Management Strategies: An Exploration of Antecedents and Consequences, Donna Lynn Chrobot-Mason, U. of Colorado, Denver; Scott B. Button, American Institutes for Research

Winner of Dorothy Harlow Award

Published in Conference Proceedings

Disruptions to Women's Social Identity: A Comparative Study of Workplace Stress Experienced by Women in Three Geographical Regions, Margaret A. Shaffer, Hong Kong Polytechnic U.; Janice R. W. Joplin, Southern Illinois U., Edwardsville; Myrtle P. Bell, U. of Texas, Arlington; Theresa Lau, Hong Kong Polytechnic U.; Ceyda Oguz, Hong Kong Polytechnic U.

Songs of Ourselves: Employees' Deployment of Social Identity In Encounters with Self and Others, W. E. Douglas Creed, Boston College; Maureen Scully, Massachusetts Institute of Technology

Discussant: Margaret A. Lucero, U. of Wyoming

Tuesday 3:40 pm

GDO Special Session: Organizational Talk: The Transformational Potential of a Feminist Approach

Chair: Ann C. Baker, George Mason U.

Presenters: Susan A. Comerford, U. of Vermont; Mary J.J. Fambrough, Case Western Reserve U.

Tuesday 5:30 pm

Meeting: GDO Division Business Meeting

Tuesday 6:30 pm

GDO Division Social Hour

Wednesday 10:40 am

Paper: Diverse Perspectives within Teams

Chair: Robin Johnson, Darden Business School, U. of Virginia


Looking into the Black Box: A Social Network Approach to Diversity, Communication, and Work Team Effectiveness, Margarita C. Mayo, U. of Western Ontario, Ivey School of Business


Relational Demography Within Groups: An Empirical Test of a Theoretical Model, Christine Marie Riordan, U. of Georgia; Elizabeth Wier Weatherly, U. of Georgia

Discussant: Joycelyn Finley-Hervey, Jackson State U.

Wednesday 12:20 pm

Symposium: The Changing Nature of Sexual Harassment in Organizations: A Look At Under-Researched Issues

Chair: Deborah E. Knapp, Cleveland State U.
Same-Sex Sexual Harassment: A Legal Review with Implications for Organizational Policy, Gary A. Kustis, O’Brien, Passen & Associates, Inc.; Deborah E. Knapp, Cleveland State U.

Same-Sex Sexual Harassment Against Men: Toward a Broader Theory of Sexual Harassment, Margaret S. Stockdale, Southern Illinois U., Carbondale; Michelle E. Wood, Southwest Missouri State U.; Leena Batra, Southern Illinois U., Carbondale

A Model of the Link Between Workplace Romance and Sexual Harassment, Charles A. Pierce, Montana State U., Bozeman; Herman Aguinis, U. of Colorado, Denver

The Moderating Effects of Other Types of Harassment Stressors on Sexual Harassment Outcomes, Kimberly T. Schneider, U. of Texas, El Paso; Robert T. Hitlan, U. of Texas, El Paso; Armando X. Estrada, U. of Texas, El Paso

Discussants: Jeanette N. Cleveland, Colorado State U.; Louise F. Fitzgerald, City U., UK