

Gender and Diversity in Organizations

Program Chair: Audrey Murrell, University of Pittsburgh

Workshop Chair: Laura Graves, Clark University

	Start	Regular Program	Shared Program
Fri	5:00 pm		81. Critical Mgmt. Doctoral Workshop • HW: Dusable
	6:00 pm	483. GDO: Finding a Job • HW: Truffles	85. Reception for the New Doctoral • S: Gball I
Saturday	7:00 am	484. GDO Doctoral Consortium • HW: New Orleans	
	7:30 am		87. Critical Management Studies: B • HW: Comiskey
	8:00 am	485. GDO Research Directions • HW: New Orleans	91. Critical Management Studies: P • HW: Columbian 92. Critical Management Studies: • HW: Buckingham 93. Critical Management Studies: P • HW: Comiskey 95. New Doctoral Student Consortiu • S: Gball I 97. GDO/MED/ODC/CAR: Career Identities in Academia • HE: Skyway 269
	8:30 am		100. IAOM: Managerial Effectiveness in Latin America • S: Alpine II
	9:30 am	486. GDO Journal Review Process • HW: New Orleans	
	10:00 am		108. OD/IM/MED/GDO/CAR: Time Management • HE: Skyway 269
	10:30 am		110. IAOM: Competing in Latin America • S: Alpine II
	11:00 am	487. GDO: Dev. Research Program • HW: New Orleans	
	1:00 pm		115. MED/ODC/GDO: Spirituality at Work • HE: Skyway 269
	1:30 pm	488. GDO Research Workshop: Explori • HW: New Orleans	118. IAOM: Challenges & Approaches to Quality • S: Alpine II
	3:00 pm		123. Management of the Tenure Proce • S: Alpine II 124. ODC/MED/GDO: The Power of Music • HE: Skyway 269
	4:00 pm		125. Critical Management Studies: P • HW: Comiskey
	5:30 pm	489. GDO Reception • HW: New Orleans	
	6:00 pm		127. IAOM: Business Meeting & Dinner • S: Alpine II
Sunday	6:30 pm		130. Critical Management Studies: • HW: Comiskey
	7:30 am		131. Critical Management Studies: B • HW: Comiskey
	8:00 am		135. Business & Volunteering Connec • S: WmTell
	8:30 am	490. GDO Continental Breakfast and • HW: New Orleans	
	9:00 am		142. Critical Management Studies: • HW: Columbian 143. Critical Management Studies: P • HW: Buckingham 145. Critical Management Studies: P • HW: Comiskey
Monday	10:00 am		148. CAR: Careering: A Musical Production • S: WmTell
	8:30 am		180. Cultural Complexity • HW: Regency Ball D(N)
	9:00 am		301. IP: Legal Issues • HE: Wacker West (4)
	10:40 am	491. P: Opening Session: Work & Family • HW: Stetson F	
	12:20 pm		218. JS: Change and Feminism Journeys • HE: GndBall E 221. JS: The Gendered Classroom • S: Gball 3
	1:00 pm	492. P: Workplace Diversity • HW: Stetson F	309. IP: International Career Issues • HE: Wacker West (2)
	2:30 pm		185. Genetic Testing and Privacy • HW: Goldcoast 225. JS: Beyond Armchair Feminism III • HW: Comiskey
Tuesday	4:10 pm	494. P: Taking Affirmative Action • HW: Stetson F	318. IP: Overcoming Barriers • HE: Wacker West (1)
	7:30 am	495. GDO Division Breakfast • HW: Stetson F	
	8:30 am		234. JS: Careers in Transition • HE: GndBall B 239. JS: Sexual Harassment Perspectives • HW: Stetson F 339. IP: Selection & Appraisal • HE: Wacker West (1) 341. IP: Gender Comparisons • HE: Wacker West (3)
	9:10 am	496. P: Career Issues • HW: Stetson F	
	10:30 am		241. JS: Relational Experiences at Work • HW: Comiskey 242. JS: Leadership and Evaluations • HW: Regency Ball B(S) 244. JS: The Academy and the Media • S: Gball I
	2:00 pm	497. P: Sexual Identity • HW: Stetson F	350. IP: Groups: Composition & Process • HE: Wacker West (2)
	3:40 pm	498. Special Session: Feminist Talk • HW: Stetson F	251. JS: Management through Racial Lens • S: Gball 3
	5:30 pm	499. M: Business Meeting • HW: Stetson F	
	6:30 pm	500. Social Hour • HW: Stetson F	
	8:30 am		255. JS: Racio-Ethnic Relations • HE: GndBall F 362. IP: Commitment & Turnover • HE: Wacker West (4)
Wed-	10:40 am	501. P: Team Diversity • HW: Stetson F	364. IP: Entrepreneur Cognitions • HE: Wacker West (1) 263. JS: Equity in Pay and Promotions • HW: Comiskey
	12:20 pm	502. S: Sexual Harassment Research • HW: Stetson F	
	1:00 pm		204. Developmental Entrepreneurship • HW: Regency Ball C(N)

Contact Jeffrey Greenhaus (greenhaus@drexel.edu) or Saroj Parasuraman (saroj@drexel.edu) for more information.

Organizers: Jeffrey H. Greenhaus, Drexel U.; Saroj Parasuraman, Drexel U.

Friday 6:00 pm

**483. 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

486. 1999 GDO Doctoral Consortium: The Journal Review Process as a Vehicle for Improving Research

- ♦ 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

491. Paper: GDO Welcome Session: Finding Balance: Career, Life and Family

- ♦ 10:40-12:00 Hyatt West: Stetson F

Chair: Razelle Frankl, Rowan U.

Tidy Lives: A Model of Pluralism in Work/Life Balance,

Karen J. Crooker, U. of Wisconsin, Milwaukee; faye l. smith, Emporia State U.; Filiz Tabak, Towson U.

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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. OBrien, 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. Ohlott, 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



Challenging Diversity Myths and Eradicating

Resistance: A Critical Analysis of Backlash, Kecia M.

Thomas, U. of Georgia; Dan A. Mack, U. of Georgia;

Amelie Montagiani, U. of Georgia

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

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Discussant: Faten M. Moussa, State U. of New York, Plattsburgh

Monday 4:10 pm

494. Paper: Creating Change through Affirmative Action

- ♦ 4:10-5:30 Hyatt West: Stetson F

Chair: Elaine Yakura, Michigan State U.

Perceptions of Sex-Based Promotion Decisions: An Organizational Justice Perspective, Teri J. Elkins, U. of Houston; James S. Phillips, U. of Houston; Dennis P. Bozeman, U. of Houston

Explaining Demographic Group Differences in Attitudes Toward Affirmative Action, Alison M. Konrad, Temple U.; Janet Spitz, College of St. Rose

Implementing Equal Employment Opportunity through Identity Conscious or Identity Blind HR Strategies: The Effects on Women's Advancement in Management, Erica Lynn French, Queensland U. of Technology

Assumptions of Gender-Based Preferential Selection: The Impact of Rarity, Steven Blader, New York U.; Madeline Heilman, Columbia U.

Discussant: Anita D. Bhappu, U. of Arizona

Tuesday 7:30 am

495. GDO Division Breakfast

- ♦ 7:30-8:30 Hyatt West: Stetson F

Tuesday 9:10 am

496. Paper: Careers as Life Journeys

- ♦ 9:10-10:10 Hyatt West: Stetson F

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

497. Paper: Identity Journeys into a Pluralistic World

- ♦ 2:00-3:20 Hyatt West: Stetson F

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 Geographic 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

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

- ♦ 3:40-5:00 Hyatt West: Stetson F

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

499. Meeting: GDO Division Business Meeting

- ♦ 5:30-7:30 Hyatt West: Stetson F

Tuesday 6:30 pm

500. GDO Division Social Hour

- ♦ 6:30-7:00 Hyatt West: Stetson F

Wednesday 10:40 am

501. Paper: Diverse Perspectives within Teams

- ♦ 10:40-12:00 Hyatt West: Stetson F

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

Team Innovation and Perceptions of Equality: What Difference Does Diversity Make?, Steven H. Cady, Bowling Green State U.; Joanie Valentine, Kaleidoscope Solutions, Inc

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

Pluralistic Perspectives Within Teams: Relational Dissimilarity, Perceptions of Group Processes, and Affective Outcome for Group Members, Kenneth H. Price, U. of Texas, Arlington; David A. Harrison, U. of Texas, Arlington; Anna T. Florey, U. of Texas, Arlington; Joanne H. Gavin, U. of Texas, Arlington; Nancy Rowe, U. of Texas, Arlington

Context Matters: The Effects of Diversity on Group Interaction Patterns and Outcomes in Heterogeneous and Homogeneous Contexts, Susan R. Salgado, New York U.; Luis L. Martins, U. of Connecticut; Frances J. Milliken, New York U.; Batia M. Wiesenfeld, New York U.

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

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

- ♦ 12:20-2:10 Hyatt West: Stetson F

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