

# GIMSIG NEWSLETTER 2018/04

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### GARY POWELL AWARDED RICHARD WHIPP LIFETIME ACHIEVEMENT AWARD

Professor Gary Powell, University of Connecticut has been presented with the Richard Whipp Lifetime Achievement Award at the 32nd Annual BAM Conference.



Gary N. Powell, Ph.D., is Professor Emeritus of Management at the University of Connecticut in Storrs, CT, and Distinguished Scholar at Lancaster University Management School in Lancaster, UK. He is author of *Women and Men in Management* (5th ed.), *Making Work and Family Work: From Hard Choices to Smart Choices*, and *Managing a Diverse Workforce: Learning Activities* (3rd ed.), and the editor of *Handbook of Gender and Work*. He is an internationally recognized scholar and educator on gender, diversity, and work-family issues in the workplace. His graduate course on women and men in management won an award on innovation in education from the Committee on Equal Opportunity for Women of the American Assembly of Collegiate Schools of Business (AACSB). He has won the University of Connecticut School of Business Outstanding Graduate Teaching Award (four times) and Outstanding Undergraduate Teaching Award. He has received the University of Connecticut President's Award for Promoting Multiculturalism.

The Richard Whipp Lifetime Achievement Award is made in memory of Professor Richard Whipp, an outstanding scholar in the field of business and management and former Chair of the British Academy of Management. The purpose of the Award is to acknowledge the course of a career within the management field where the beneficiary will have done one or more of the following: enhanced a field of study, founded or effectively led a major national / international academic initiative or provided unusually effective service to a major professional institution and/or the Academy.

Further information: <https://www.bam.ac.uk/news-story/9754>

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## SHARON MAVIN CONFERRED FELLOW OF THE ACADEMY OF SOCIAL SCIENTISTS

In October 2018 Professor Sharon Mavin has received national recognition for the excellence of her work from the prestigious Academy of Social Sciences. This award recognizes Sharon Mavin as a leading figure in the field of gender in management and leadership in social science.



Sharon Mavin, Director, Newcastle University Business School

The Academy of Social Sciences is the national academy of academics, learned societies and practitioners in the social sciences. Its mission is to promote social science in the United Kingdom for the public benefit. Fellows are distinguished scholars and practitioners from academia and the public and private sectors.

Further information:

- <https://www.acss.org.uk/news/press-release-forty-three-leading-social-scientists-conferred-as-fellows-of-the-academy-of-social-sciences/>
- <https://www.ncl.ac.uk/business-school/news/item/newsexpertongenderandbusinessreceivesnationalhonour.html>

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## BEST PAPER AT BAM2018 – GENDER IN MANAGEMENT TRACK

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BEST FULL PAPER: WOODHAMS, CAROL ANNE ; TROJANOWSKI, GRZEGORZ ; WILKINSON, KRYSTAL: PAY GAPS AND PAY INEQUALITY IN UK ACADEMIA: UNDERSTANDINGS OF 'MERIT'

**Abstract:** This paper explores pay gaps, the causes of pay gaps and how this captures understandings of 'merit' within academia. Using payroll data of academic staff within a Russell Group university (n=1,998) with seeming best-practice formalised pay systems and pro-active HR equality policies and practices, we examine patterns within both base pay and also the performance' element of pay. We find that the majority of the variance in base pay between men and women is attributable to factors of segregation and human capital, however also that there is set of demographic characteristics that are, in combination, highly rewarded. We find this to not be the case within the 'performance' element of pay. On the basis of our analysis using a postfeminist conceptual framework, we conclude on the distribution of two types of academic 'merit' being institutionalised and non-institutionalised.

[Download available for BAM members conference proceedings](#)

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BEST DEVELOPMENTAL PAPER: RILEY, LAUREN; REY-MARMONIER, EMMANUELLE:  
WORKERS EXPERIENCE IN GENDERED ORGANISATIONS: EXPLORATORY CASE STUDIES IN  
THE SCOTTISH TECHNOLOGY INDUSTRY

**Abstract:** This paper delves into the theory of hegemonic masculinity and how it relates to gendered organisations in the Scottish technology industry. Case studies are compiled from organisations with the purpose of exploring the impact of masculine substructures on workers who fall outside of the ideal worker narrative. Data is collected through semi-structured interviews with male and female workers as well as questionnaires completed by the leadership team regarding organizational culture, policies and procedures. Thus, the ideal worker is defined for each firm and impact on workers is assessed in respect to that established ideal. The findings describe the influence that organisational leadership, policies, culture and discourse have had on the workers in each firm in an effort to identify best practices for firms looking to attract and retain talent often marginalized within the industry.

[Download available for BAM-members in conference proceedings](#)

## VACANCIES

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NORTH EASTERN UNIVERSITY: POSTDOCTORAL RESEARCH ASSOCIATE: MANAGEMENT  
AND ORGANIZATIONAL DEVELOPMENT

The Management and Organizational Development (MOD) Group in the D'Amore-McKim School of Business (DMSB) at Northeastern University is seeking an Organizational Behavior (OB) postdoctoral research associate; the start date is flexible. The MOD Group consists of 15 full-time faculty, including 11 tenured or tenure-track faculty members, and values academically rigorous, practical research in combination with good teaching. Faculty research interests span multiple sub-disciplines, including diversity, political skills, leadership, proactivity, corporate restructuring, employment relationship, and healthcare policy.

**Responsibilities:** The postdoctoral research associate is a two-year position. Applicants must have completed a doctorate in business or a related discipline prior to beginning the position and should be research focused. Postdoctoral research associates are also invited to audit courses and are encouraged to participate in the Department's scholarly seminars and other intellectual activities. They will be expected to teach two courses per year.

Postdoctoral research associates will have the opportunity to work with faculty in the D'Amore-McKim School of Business and other areas throughout the University, and to pursue their own research. All postdoctoral research associates will have a research budget that may be further augmented through university grants. The salary is competitive with other postdoctoral programs, and postdoctoral research associates have access to University health care plans.

**Qualifications:** For this postdoctoral position, preference will be given to candidates with a Ph.D. in Organizational Behavior or a related field such as psychology, economics, or sociology from an AACSB accredited institution. We are particularly interested in candidates interesting in working on research in the areas of gender and diversity in organizations who have a desire to publish in top management journals.

To apply for the position, please click on the following link:

<https://neu.peopleadmin.com/postings/57842>

Questions should be directed to Jamie Ladge via email at [j.ladge@northeastern.edu](mailto:j.ladge@northeastern.edu)

## NEW PUBLICATIONS

LATEST PUBLICATIONS OF GENDER IN MANAGEMENT: AN INTERNATIONAL JOURNAL

GENDER IN MANAGEMENT: AN INTERNATIONAL JOURNAL, VOLUME 33 ISSUE 6

Christopher R. Reutzel, Jamie D. Collins, Carrie A. Belsito, (2018) "[Leader gender and firm investment in innovation](https://doi.org/10.1108/GM-05-2017-0066)", Gender in Management: An International Journal, Vol. 33 Issue: 6, pp.430-450, <https://doi.org/10.1108/GM-05-2017-0066>

Laura E.M. Traavik, (2018) "[Career equality: Inclusion and opportunities in a professional service firm in Norway](https://doi.org/10.1108/GM-07-2017-0092)", Gender in Management: An International Journal, Vol. 33 Issue: 6, pp.451-465, <https://doi.org/10.1108/GM-07-2017-0092>

Caren Brenda Scheepers, Anastasia Douman, Preya Moodley, (2018) "[Sponsorship and social identity in advancement of women leaders in South Africa](https://doi.org/10.1108/GM-06-2017-0076)", Gender in Management: An International Journal, Vol. 33 Issue: 6, pp.466-498, <https://doi.org/10.1108/GM-06-2017-0076>

Monica Garcia-Solarte, Domingo Garcia-Perez de Lema, Antonia Madrid-Guijarro, (2018) "[Gender diversity and its impact on high-tech SMEs' organizational leadership](https://doi.org/10.1108/GM-03-2017-0031)", Gender in Management: An International Journal, Vol. 33 Issue: 6, pp.499-523, <https://doi.org/10.1108/GM-03-2017-0031>

GENDER IN MANAGEMENT: AN INTERNATIONAL JOURNAL, VOLUME 33 ISSUE 7

Isabell Loeschner, (2018) "[Moving on the connectivity continuum: performing gender in times of constant connectivity](https://doi.org/10.1108/GM-10-2017-0127)", Gender in Management: An International Journal, Vol. 33 Issue: 7, pp.526-543, <https://doi.org/10.1108/GM-10-2017-0127>

Jatta Jännäri, Seppo Poutanen, Anne Kovalainen, (2018) "[Gendering expert work and ideal candidacy in Finnish and Estonian job advertisements](https://doi.org/10.1108/GM-10-2017-0132)", Gender in Management: An International Journal, Vol. 33 Issue: 7, pp.544-560, <https://doi.org/10.1108/GM-10-2017-0132>

Corina Sheerin, Margaret Linehan, (2018) "[Gender performativity and hegemonic masculinity in investment management](https://doi.org/10.1108/GM-10-2017-0122)", Gender in Management: An International Journal, Vol. 33 Issue: 7, pp.561-576, <https://doi.org/10.1108/GM-10-2017-0122> (awarded best paper Gender in Management track at BAM 2017)

Iiris Aaltio, Jiehua Huang, (2018) "[The guanxi ties of managers in mainland China – a critical analysis based on gender](https://doi.org/10.1108/GM-01-2018-0006)", Gender in Management: An International Journal, Vol. 33 Issue: 7, pp.577-599, <https://doi.org/10.1108/GM-01-2018-0006>

JOURNAL PUBLICATIONS

- Adamson Maria, Kelan Elisabeth K. (2018) ["Female Heroes': Celebrity Executives as Postfeminist Role Models."](https://doi.org/10.1111/1467-8551.12320) British Journal of Management, online first: <https://doi.org/10.1111/1467-8551.12320>  
**Video abstract:** <https://www.youtube.com/watch?v=fj2HvTlgjLw&feature=youtu.be>
- Mavin Sharon, Elliott Carole, Stead Valerie, Williams Jannine, (2018) ["Citation for: Economies of visibility as a moderator of feminism: 'Never mind Brexit. Who won Legs-it!'"](https://doi.org/10.1111/gwao.12291), Gender Work and Organization. Online first, pp. 1-20, <https://doi.org/10.1111/gwao.12291>
- Mavin Sharon, Grandy Gina, (2018) ["Women leaders, self-body-care and corporate moderate feminism: An \(im\)perfect place for feminism"](https://doi.org/10.1111/gwao.12292), Gender Work and Organization. Online first, pp. 1–16. <https://doi.org/10.1111/gwao.12292>

FURTHER PUBLICATIONS

**Board Diversity Report**

Academics at the University of Exeter Business School, in collaboration with the regulatory body the Financial Reporting Council, have published a new report on Board Diversity Reporting. The report reveals some companies' sophisticated understanding of the contribution diversity can make to their business - as the optimal utilisation of talent and a significant strategic issue. However, many organisations appear to still have a minimalist 'tick box' approach and need clearer strategies to drive greater diversity at senior management levels. For further detail and a copy of the report, see: <http://business-school.exeter.ac.uk/newsandevents/news/articles/researchshowsthatmorecomp.html>

**CALLS**

CFP IN ORGANIZATION: TOWARDS CRITICAL INCLUSION STUDIES: INTERROGATING THE INCLUSIVITY IMPERATIVE IN CONTEMPORARY ORGANISATIONS

[Special issue call for papers: Towards Critical Inclusion Studies: Interrogating the Inclusivity Imperative in Contemporary Organisations](#)

*Dr Maria Adamson (Middlesex University), Prof. Martyna Śliwa (University of Essex)  
Prof. Elisabeth Kelan (University of Essex), Dr Patricia Lewis (University of Kent), Prof Nick Rumens (Middlesex University)*

In the context of developed Western economies inclusion has been a recent buzzword in business rhetoric (Riordan, 2014; Sherbin and Rashid, 2017). Organisations increasingly promote themselves as 'inclusive employers', there is a growing number of inclusivity awards, metrics and ceremonies. Inclusion is the new imperative, a progressive and positive force - in opposition to the 'old' ways of exclusion. Or is it? Is inclusion always a good thing? And why do we assume that everyone wants to be included? This Special Issue aims to generate a new focus and debate on critically theorising the

concept, rhetoric and practices of inclusion in contemporary organizations, how it manifests itself in different geographical contexts, and how it continues to be implicated and interwoven with the logic of exclusion and inequality.

Firstly, we want to critically understand the concepts of 'inclusion' and 'inclusivity'. The terms 'diversity' and 'inclusion' are often used together, yet, while critical debates on diversity are well established (e.g. Finkel et al., 2017 and Zanoni et al., 2009 in this journal), yet, with few exceptions (Dobush, 2014; Mor Barak, 2015; Robertson, 2006) there has been very little sustained discussion of the concept of inclusion in organisation studies literature. In this SI we want to think through the emergence and meaning of the categories of 'inclusion' and 'inclusivity', and probe the conceptual limits and possibilities of the terms. What does inclusion mean? What theoretical work is it doing compared to other concepts, e.g. equality, diversity? And how is it helpful (or not)?

Secondly, through looking at a variety of empirical contexts both at micro- and macro- organisational processes, we seek to generate a more complex and critical ways of theorising inclusion and move away from a simplistic view of exclusion as 'bad' and inclusion as 'good'. Looking at the broader level, how do organizations understand and approach inclusion? While diversity has typically been advocated on the basis of 'the business case', how do organizations make a case for inclusion? Can organisations (and individuals) play 'the inclusion game' (Harwood, 2010) strategically and with what effect? As Goodin (1996) writes, every inclusion implies an exclusion; so how does inclusion breed new forms of exclusion? Organizations are not monolithic, and may be more inclusive in some aspects while discriminatory in others (Bendl et al., 2017). So what does it mean when we say 'organizations are inclusive'? How can we theorise the various 'degrees', shades or dimensions of inclusion? Are alternative forms of organisations (see Cheney et al, 2014) more inclusive? Looking at the micro-level politics of inclusion and dynamics of inclusion in the day-to-day interactions is also crucial. Current discussions explore the mechanisms that impede or facilitate inclusion (e.g. Córdoba, 2007; Ferdman, 2014; Jenssen and Zanoni, 2014; Pless and Maak, 2004; Robertson, 2006) but who exactly 'does' inclusion in organisations? Who has the power to include or define conditions for inclusion? How should we understand the role of those who are subject to 'being included'? Quite often individuals are somewhat 'coercively' included based on a certain identity characteristic, for instance, being a token representative (Linton, 2017; Zanoni, Thoelen and Ybema, 2017); but what happens when one does not want to be included on these terms or at all? How do people negotiate inclusion in the context of intersectionality? In looking at the above questions, we want to encourage our contributions to think through ways of conceptualising inclusion as a more dynamic and relational construct (Dobush, 2014) and explore different approaches to theorising it.

Finally, and importantly, this SI aims to explore how geographical contexts matter for practicing and theorising inclusion. So far, the rhetoric of inclusion is mainly characteristic of relatively developed Western economies and much research on inclusion has been done in this context. We want to explore how the current theorising of inclusion may be enriched by examining non-Western contexts, for instance those in which inclusion is not an ideal promoted by popular discourses and supported through legislation. Barbosa and Cabral-Cardoso (2010) suggest that equality discourses in Europe tend to mirror the dominant US ones. How do inclusion discourses and practices 'domesticated' in non-western contexts? How does inclusion happen in the national contexts where organizations are allowed to discriminate legally against a certain category, and how? In what ways do such contexts give us an insight into the nature of inclusion and its process?

This SI seeks empirically grounded contributions focusing on any dimension of inclusion, that move forward our theorising of inclusion as outlined above. We especially welcome contributions drawn from non-Western geographical contexts and those using innovative methodologies. Submissions

are invited to address (but not limited to) the following themes:

- Conceptualising inclusion and inclusivity. Exploring conceptual possibilities and limits of these terms
- Geographies of inclusion. How does inclusion happen and how can it be theorised in non-Western contexts
- Conditions and bases of inclusion in contemporary organizations. On which and whose terms, and where and how inclusion happens?
- Lived experiences of those seeking (or not seeking) inclusion in organizations.
- The complexities of inclusion. For instance, how do individuals and organizations negotiate inclusion in the context of intersectionality?
- Organisational processes of inclusion. How can different forms of organizations facilitate inclusion and/or create new exclusions?
- Are alternative forms of organizations more inclusive?
- Strategic use of inclusion in/by organizations
- The effects of inclusion-related initiatives in organizations. Can inclusion breed new forms of exclusion?
- Inclusion in the 'exclusive' contexts – how can researching contexts where exclusion is legal help us understand inclusion?

### Submission

Papers may be submitted electronically until **31st of December 2018** (final deadline) to SAGETrack at:<http://mc.manuscriptcentral.com/organization>

**Further Information** Please contact the guest editors for further information:

[m.adamson@mdx.ac.uk](mailto:m.adamson@mdx.ac.uk), [martyna.sliwa@essex.ac.uk](mailto:martyna.sliwa@essex.ac.uk)

<http://journals.sagepub.com/pb-assets/cmscontent/ORG/Organization%20SI%20Inclusion.pdf>

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CALL FOR CONTRIBUTIONS: UNIVERSITY FORUM FOR HUMAN RESOURCE DEVELOPMENT  
CELEBRATORY CONFERENCE 2019, 24-26 JUNE 2019

**'From Robin Hood to the digital era: HRD as a driver for future creativity, innovation and change'.**

### CALL FOR CONTRIBUTIONS

We are delighted to announce that Call for Contributions to the Anniversary conference is now open. Do not miss the opportunity to share your work with active living researchers and professionals from around the world.

A diverse range of HRD, management, training and development themes aim to enable all participants to join an invigorating and thought-provoking dialogue around the HRD field, and the impact of learning in establishing effective organisations in the future. Academics, researchers and scholar-practitioners are invited to contribute papers to one of the following streams:

1. Leadership Management and Talent Development
2. Coaching and mentoring
3. Global, comparative and cross cultural dimensions of HRD
4. Employee engagement
5. Diversity and equality issues in HRD
6. Workplace learning, training and development
7. Strategic capabilities and HRD
8. HRD in Small and Medium Enterprises (SMEs)

9. Critical Approaches to HRD
10. Practitioner Research - Learning and Teaching Research
11. Justice, trust and the ethical dimensions of HRD

Deadline for final abstract submission is Sunday 13 January 2019.

For more information about the conference theme and submission process, please click on our website: [www.ufhrd2019.com](http://www.ufhrd2019.com)

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#### CFP 11TH INTERNATIONAL CRITICAL MANAGEMENT STUDIES CONFERENCE

The Call for Papers has been published on the conference website: <http://business-school.open.ac.uk/events/11th-international-critical-management-studies-conference>

There are several topics that might be of interest for or are co-organized by GIMSIG members, some of which are:

- Track 4: [The meaning of \(big\) data: A critical assessment of datafied norms and practices for equality and diversity in organisations](#)
- Track 17: [Problematising the Recolonization of Decolonial Scholar-Activism: Whiteness, Neoliberalization and the Threat of Co-optation within the New Spirit of Liberal Openness](#)
- Track 18: [Inclusions and exclusions in the digital world: meanings, challenges, opportunities](#)
- Track 22: [Feminist Frontiers](#)
- Track 23: [The pervasive problem of sexual harassment: Naming and sharing latest research and institutional action](#)
- Track 26: [Mapping gender conformities, challenges and changes in sport and sport management: Policies, contexts, practices, actors, and interactions](#)
- Track 31: [Queering the future of queer in business, management and organization studies](#)
- Track 35: [Disabling presents, enabling futures? Ableism and the idea of 'normality' in the context of organizational and technological transformations](#)
- Track 38: [Opening up the gender continuum](#)

Please find the whole list on the [conference website](#).

The deadline for abstract submission is **31st January 2019**. Please also submit abstracts in Word format only.

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#### CFP 35TH EGOS COLLOQUIUM ENLIGHTENING THE FUTURE: THE CHALLENGE FOR ORGANIZATIONS. UNIVERSITY OF EDINBURGH BUSINESS SCHOOL JULY 4–6, 2019

##### [Sub-theme 46: Politics of Equality, Diversity and Inclusion at Work](#)

Convenors: Bärbel S. Traunsteiner, Ahu Tatli, Eddy S. Ng

Further calls and information: [https://www.egosnet.org/2019\\_edinburgh/colloquium/sub-themes\\_call\\_for\\_short\\_papers](https://www.egosnet.org/2019_edinburgh/colloquium/sub-themes_call_for_short_papers)

Submission of short papers: Monday, January 14, 2019, 23:59:59 CET [Central European Time]

Conference theme: Equality, Diversity and Inclusion in 2019: Resistance

During this EDI conference we will discuss resistance to Equality, Diversity & Inclusion from a transdisciplinary and multi-level perspective. In management literature, most authors define resistance as “a restraining force moving in direction of maintaining the status quo” (Lewin as cited in Piderit, 2000, p.419). Resistance and backlash to equality, diversity & inclusion have been notably growing in recent years. Resistance can manifest in different ways and on different levels. On the micro level resistance manifests with the (non-) acceptance of social change by the individual. On the meso level the focus is on how diversity resistance manifests within organizational settings. Resistance on the macro level may manifest at the level of a wider discourse on issues around equality, diversity & inclusion, such as in the form of white male backlash. Lastly, resistance can be passive, hidden or active.

Resistance as the conference theme for 2019 provides us a broad lens through which to investigate global, national, organisational and individual challenges for equality, diversity and inclusion.

Further information: <https://edi-conference.org/>

Submission of stream and workshop proposals no later than February 10th, 2019.

## CALL FOR CONTRIBUTIONS TO THE GIMSIG NEWSLETTER

Please submit your news for the next newsletter by 31.01.2019 to [gimsig.news@protonmail.com](mailto:gimsig.news@protonmail.com).

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### Share your news

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In our pursuit to create a supportive network, we would like to invite you to submit a short story/article/ announcement related to your recent activities and accomplishments. A potential rubric for contribution is given below (the list is not exhaustive).

- awards or other accomplishments
- call for action, strategies to intervene, examples of (fun/creative) interventions
- call for papers, call for contributions
- forthcoming events
- grant application success
- innovation in teaching methods
- new appointments
- new research centers
- new / interesting publications (papers, books, podcasts, blog-entries)

- progress on ongoing and newly launched research projects
- vacancies
- and any other news that you wish to share with the community.

If you have any news you would like to share, send it to [gimsig.news@protonmail.com](mailto:gimsig.news@protonmail.com).

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**And then?**

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We publish the newsletter four times a year, in February, May, August and November. The deadline for contributions is the last day of the month preceding each newsletter (i.e. 31 January., 30 April, 31 July and 30 October).

Please feel free to contact us if you have any queries. We are looking forward to receiving your comments, ideas, and contributions.