

# GIMSIG NEWSLETTER 2018/03

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### INVITATION TO GIMSIG ANNUAL GENERAL MEETING 2018

The Annual General Meeting (AGM) 2018 takes place on Tuesday, 4<sup>th</sup> September 2018 from 17:30 until 18:30 at Room 5x108, Bristol Business School, University of the West of England. If you are attending BAM2018, we would be delighted if you joined us at the AGM. This is a great opportunity to meet other members and also help to shape the future of the GiMSIG.

If you would like to submit comments, suggestions or agenda items but are unable to attend the AGM or are not attending the BAM conference this year, please feel free to drop me a line at [jenny.rodriguez@manchester.ac.uk](mailto:jenny.rodriguez@manchester.ac.uk) by Monday 3rd of September.

Best,

Jenny Rodriguez  
Chair of the GiMSIG

### VIRTUAL ISSUES OF INTERNATIONAL JOURNAL OF MANAGEMENT REVIEWS (IJMR) AND BRITISH JOURNAL OF MANAGEMENT (BJM)

Some years ago the IJRM and BJM journals (which are official journals for BAM) created virtual issues for all BAM SIGs, which can be [found in this link](#). The virtual list for the GIMSIG is the fourth one from the top. You can also access the GIMSIG virtual list [directly following this link](#). The idea of these virtual issues was to bring together in one place articles published in both journals that are relevant to each of the SIGs, thinking it could be a useful resource. They did this by asking authors of the papers to choose two SIGs they thought their article would be relevant to. At the minute, the section is in the process of being updated and there are ongoing discussions between the managing editor of the journals and BAM SIG Chairs about how to revive this section. The plan is to add new relevant papers on a quarterly basis. If you have any idea on how to make better use of this resource, you can email us at [gimsig.news@protonmail.com](mailto:gimsig.news@protonmail.com) so that we can feed your views to the discussion.

### GET TO KNOW THE GIMSIG BOARD – INTERVIEW WITH DR LAURA RADCLIFFE

With this Newsletter, the GiMSIG board is starting a series to introduce ourselves a bit. We start with the recently appointed Doctoral Student Support Officer [Dr Laura Radcliffe](#).



*What do you hope you can contribute to the GiMSIG in the next 2 years?*

I hope to further build our Doctoral community and the support that we offer them, including a safe space for interaction, questions and idea exchange.

*What opportunities do you see for the GiMSIG in the future?*

Gender is an important and far-reaching issue that continues to be high on the government agenda. I think GiMSIG has the opportunity to contribute to building and supporting exciting, impactful and relevant research in this area. Relatedly, it has the opportunity to support the development of future

researchers in the field, reach out to organisations and relevant government bodies to showcase the work of its members, encouraging impact and build networks of scholars who can support each other's work a variety of ways.

*In what way would you like to engage with other GiMSIG members?*

As the Doctoral Student Representative, I would like to build supportive relationships between Doctoral Students themselves, as well as between members at different career stages and with different expertise, which can enable a supportive community. I would also hope that we can explore potential research collaborations, learn from one another, and be spokespeople for one another's work.

*What are you currently working on (in your research, in teaching, in ...)?*

My primary research interests focus on gender issues at the work-family interface, with a particular passion for conducting in-depth, qualitative research to gain an understanding of lived, daily experiences. I tend to use a range of qualitative diary methods along with in-depth interviews to explore daily micro-practices, which I believe are key to understanding the reproduction, maintenance and breakdown of gendered norms. I have previously looked at how dual-earner couples navigate daily work-family conflicts, including a consideration of the impact of access to flexible working on the work-family experiences of men and women within a couple context. More recently I have been looking at the daily work-family experiences of single parents and the relationship between these experiences and their negotiation of work and maternal identities. In addition, I have been part of the research team on the ['Equal Lives' project](#) funded by Business in the Community, which focuses on diverse fathers caring practices and the impact of organisational context. I am also part of an ongoing, long-term project looking at the impact of parental leave policies in the UK, for which I have developed a [diary App](#).

## ACHIEVEMENTS, PROMOTIONS, AWARDS

GARY POWELL AND JEFFREY GREENHAUS RECEIVED THE ELLEN GALINSKY GENERATIVE RESEARCHER AWARD

Gary Powell and Jeffrey Greenhaus received the Ellen Galinsky Generative Researcher Award at the latest Work and Family Researchers Network (WFRN) Conference in June in Washington DC.



Gary Powell, Ellen Galinsky and Jeffrey Greenhaus

[The Ellen Galinsky Generative Researcher Award](#) recognizes “a researcher who has contributed “break-through” thinking to the work-family field of study with theory, measures, and/or data sets

from innovative studies. The Ellen Galinsky award has been created to encourage a generative orientation toward work and family research that transcends collaboration. In the spirit of “openscience,” this award will foster the sharing of instruments and data sets among work and family researchers.”

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#### CAROL WOODHAMS WAS APPOINTED CHAIR OF HUMAN RESOURCES MANAGEMENT AT THE UNIVERSITY OF SURREY

Carol Woodhams, a longstanding member of the GiMSIG board, was appointed Chair of Human Resources Management at the University of Surrey and is now Head of Department of People and Organisations. She will lead, amongst others, a project team examining the gender pay gap in the medical profession. This project received a research grant from the Department of Health and Social Care. More information on the newly acquired research project can be found in [the linked press release](#).

#### TEACHING RESOURCE

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#### RESOURCES TO HIGHLIGHT THE EXPERTISE OF WOMEN ACROSS THE UAE

The virtual [Center for Women & Leadership: Theory to Practice](#) is a teaching and training resources portal of women and leadership in the Middle East. The Center for Women & Leadership: Theory to Practice is a research-backed initiative, created with two goals in mind: first, to craft role models out of professional women residing in the Arab Gulf countries; and second, to provide a stepping stone for academics and students interested in the topic of leadership in the Middle East. It showcases the achievements of women in this region through multimedia resources

Take a look at the [The Expert Woman List](#). This powerful resource helps locate the right women with the right expertise and experience to assure gender balance for all audiences. Do submit your contact information and areas of expertise to form a [network of female expertise across the UAE](#) [].

The [Center for Women & Leadership: Theory to Practice](#) showcases the stories of successful [Women in the Middle East](#), who serve as a role model. Moreover, virtual centre provides [further resources](#), such as videos, articles and a blog which everyone is free to use for teaching and research.

#### CALL FOR PAPERS

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#### CFP: 2ND WORLD SYMPOSIUM ON SUSTAINABILITY SCIENCE: IMPLEMENTING THE UN SUSTAINABLE DEVELOPMENT GOALS

“Universities and Sustainable Communities: meeting the goals of the Agenda 2030”  
Curitiba, Brazil, 1st-3rd April 2019

Deadline for submission of abstracts: 30 August 2018  
Further information: <https://www.haw-hamburg.de/en/ftz-nk/events/sustainabilityscience2019.html>

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11TH ICMS CONFERENCE – CALL FOR SUB-THEME PROPOSALS. PRECARIOUS PRESENTS, OPEN FUTURES

Submission deadline: 1 September 2018

Further information: <https://internationalcms.org/2018/04/27/11th-icms-conference-call-for-sub-theme-proposals/>

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

Submission deadline: 30 November 2018

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

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CFP SPECIAL ISSUE IN MANAGEMENT DECISION: RE-ORIENTATIONS: MOVING FROM BOXED-IN TO BOX-BREAKING RESEARCH IN DIVERSITY AND INCLUSION

Submission deadline: 1 December 2018

Further information:

[http://www.emeraldgroupublishing.com/products/journals/call\\_for\\_papers.htm?id=7755](http://www.emeraldgroupublishing.com/products/journals/call_for_papers.htm?id=7755)

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CFP SPECIAL ISSUE IN GENDER, WORK AND ORGANIZATION: DIVERSITY AND INCLUSION AT WORK: TIME TO TALK (AGAIN) ABOUT CLASS

Submission deadline 31 January 2019

Further information: [https://wol-prod-cdn.literatumonline.com/pb-assets/assets/14680432/Call\\_for\\_papers\\_Diversity\\_and\\_Class\\_GWO\\_special\\_issue-1509477985000.pdf](https://wol-prod-cdn.literatumonline.com/pb-assets/assets/14680432/Call_for_papers_Diversity_and_Class_GWO_special_issue-1509477985000.pdf)

Special issue of Equality, Diversity and Inclusion Journal

DIVERSITY IN THE WORK-LIFE INTERFACE

Deadline for submissions: February 1, 2019

Guest editors:

T. Alexandra Beauregard, Birkbeck, University of London – [a.beauregard@bbk.ac.uk](mailto:a.beauregard@bbk.ac.uk)

Maria Adamson, Middlesex University Business School – [m.adamson@mdx.ac.uk](mailto:m.adamson@mdx.ac.uk)

Aylin Kunter, Middlesex University Business School – [a.kunter@mdx.ac.uk](mailto:a.kunter@mdx.ac.uk)

Lilian Miles, Middlesex University Business School – [l.miles@mdx.ac.uk](mailto:l.miles@mdx.ac.uk)

Ian Roper, Middlesex University Business School – [i.roper@mdx.ac.uk](mailto:i.roper@mdx.ac.uk)

Research on the interface between paid work and personal life is frequently criticized for its restricted sample base, with most of the literature focusing on the experiences of white, heterosexual mothers of young children, who are engaged in white collar work and living in nuclear family households in Western societies (Özbilgin, Beauregard, Bell, & Tatli, 2011). While organizational assumptions about the 'ideal worker' persist in forming the basis for the majority of working practices across the developed world (Lewis & Cooper, 2005), this 'ideal work-life balancer' characterized by extant research informs the way

in which work–life issues are framed and studied. Work and family issues are also closely linked to different cultural norms and values which are different from those of dominant groups in the West (Mortazavi, Pedhiwala, Shafiro, & Hammer, 2009). The research methods usually employed in this field therefore contribute very little to our understanding of work-life issues among diverse employee groups, including immigrant populations, ethnic and religious minorities, workers with disabilities, and individuals with non-traditional family structures, such as members of the LGBT community.

For this special issue, we are particularly interested in research that takes intersecting strands of diversity into account and explores the work-life experiences of minority, marginalized, and/or under-researched groups of workers. These may include transgender individuals, other members of the LGBT community, ethnic or religious minority employees, workers with disabilities, low income workers, and men. Other under-researched groups include workers in non-Western contexts, and those with nontraditional family formations. We encourage new insights, new possibilities, and new reflections, inspired by interdisciplinary approaches. Both empirical and theoretical approaches focused on diverse cultural and international settings are welcome.

More information on the call here:

[http://emeraldgroupublishing.com/products/journals/call\\_for\\_papers.htm?id=7863](http://emeraldgroupublishing.com/products/journals/call_for_papers.htm?id=7863)

This is to let you know we recently sent out the Second call for papers for the **2nd International Conference on Gender Research (ICGR 2019)** hosted by Ipazia, the Scientific Observatory on the Gender Issues at **Roma Tre University, Rome on 11-12 April**.

This call is open until 20<sup>th</sup> September 2018.

For further information and to submit an abstract, please see: <http://www.academic-conferences.org/conferences/icgr/icgr-call-papers/>

Key topics will include but are not restricted to:

- Gender and social inclusion
- Gender and ICT
- Gender and education
- Gender and democracy
- Gender equality
- Gender in the workplace
- Women’s empowerment in science and in other areas
- Feminist studies
- Men and masculinities
- Gender and small and medium sized enterprises
- Gender and entrepreneurship

## GENDER IN MANAGEMENT: AN INTERNATIONAL JOURNAL, VOLUME 33 ISSUE 3

- Wiboon Kittilaksanawong, Hongyu Zhao, (2018) "[Does lending to women lower sustainability of microfinance institutions? Moderating role of national cultures](https://doi.org/10.1108/GM-11-2015-0098)", Gender in Management: An International Journal, Vol. 33 Issue: 3, pp.187-202, <https://doi.org/10.1108/GM-11-2015-0098>
- Preetam Khandelwal, Aakanksha Sehgal, (2018) "[Exploring work-family interface for Indian women entrepreneurs](https://doi.org/10.1108/GM-04-2016-0075)", Gender in Management: An International Journal, Vol. 33 Issue: 3, pp.203-216, <https://doi.org/10.1108/GM-04-2016-0075>
- Manish Kumar, Hemang Jauhari, Rani S. Ladha, Niti Shekhar, (2018) "[Gender and organizational climate: A study of two structurally different large organizations in India](https://doi.org/10.1108/GM-11-2015-0092)", Gender in Management: An International Journal, Vol. 33 Issue: 3, pp.217-233, <https://doi.org/10.1108/GM-11-2015-0092>
- Fauzia Jabeen, Mohd. Nishat Faisal, (2018) "[Imperatives for improving entrepreneurial behavior among females in the UAE: An empirical study and structural model](https://doi.org/10.1108/GM-03-2016-0042)", Gender in Management: An International Journal, Vol. 33 Issue: 3, pp.234-252, <https://doi.org/10.1108/GM-03-2016-0042>

## GENDER IN MANAGEMENT: AN INTERNATIONAL JOURNAL, VOLUME 33 ISSUE 4

- Izabela I. Szymanska, Beth A. Rubin, (2018) "[Gender and relationship differences in the perceptions of male and female leadership](https://doi.org/10.1108/GM-06-2016-0127)", Gender in Management: An International Journal, Vol. 33 Issue: 4, pp.254-281, <https://doi.org/10.1108/GM-06-2016-0127>
- Sajeet Pradhan, Lalatendu Kesari Jena, Mamta Mohapatra, (2018) "[Role of gender on the relationship between abusive supervision and employee's intention to quit in Indian electricity distribution companies](https://doi.org/10.1108/GM-01-2017-0008)", Gender in Management: An International Journal, Vol. 33 Issue: 4, pp.282-295, <https://doi.org/10.1108/GM-01-2017-0008>
- Gianluca Ginesti, Carlo Drago, Riccardo Macchioni, Giuseppe Sannino, (2018) "[Female board participation and annual report readability in firms with boardroom connections](https://doi.org/10.1108/GM-07-2017-0079)", Gender in Management: An International Journal, Vol. 33 Issue: 4, pp.296-314, <https://doi.org/10.1108/GM-07-2017-0079>
- Swati Panda, (2018) "[Constraints faced by women entrepreneurs in developing countries: review and ranking](https://doi.org/10.1108/GM-01-2017-0003)", Gender in Management: An International Journal, Vol. 33 Issue: 4, pp.315-331, <https://doi.org/10.1108/GM-01-2017-0003>
- Tarek A. El Badawy, Ravi Chinta, Mariam M. Magdy, (2018) "[Does 'gender' mediate or moderate the relationship between 'quality of work life' and 'organizational commitment'? Evidence from SMEs in Egypt](https://doi.org/10.1108/GM-04-2017-0050)", Gender in Management: An International Journal, Vol. 33 Issue: 4, pp.332-348, <https://doi.org/10.1108/GM-04-2017-0050>

## GENDER IN MANAGEMENT: AN INTERNATIONAL JOURNAL, VOLUME 33 ISSUE 5

- Mahima Thakur, Anjali Bansal, Rashmi Maini, (2018) "[Job sharing as a tool for flexible work systems: Creating opportunities for housewives in the Indian labor market](https://doi.org/10.1108/GM-08-2016-0149)", Gender in Management: An International Journal, Vol. 33 Issue: 5, pp.350-366, <https://doi.org/10.1108/GM-08-2016-0149>
- Teri Phillips, Gina Grandy, (2018) "[Women leader/ship development: mindfulness and well-being](https://doi.org/10.1108/GM-11-2016-0178)", Gender in Management: An International Journal, Vol. 33 Issue: 5, pp.367-384, <https://doi.org/10.1108/GM-11-2016-0178>

Naoum Mylonas, Eugenia Petridou, (2018) "[Venture performance factors in creative industries: a sample of female entrepreneurs](https://doi.org/10.1108/GM-03-2017-0035)", Gender in Management: An International Journal, Vol. 33 Issue: 5, pp.385-404, <https://doi.org/10.1108/GM-03-2017-0035>

Cynthia Mignonne Sims, Lonnie R. Morris, (2018) "[Are women business owners authentic servant leaders?](https://doi.org/10.1108/GM-01-2018-0003)", Gender in Management: An International Journal, Vol. 33 Issue: 5, pp.405-427, <https://doi.org/10.1108/GM-01-2018-0003>

## PUBLICATIONS OF GIMSIG MEMBERS

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POWELL, G.N. (2018): WOMEN AND MEN IN MANAGEMENT, 5<sup>TH</sup> EDITION, SAGE

In the Fifth Edition of Women and Men in Management, author Gary N. Powell provides a comprehensive survey and review of the literature on gender and organizations. This new edition is more intersectional than ever with expanded coverage of how race and ethnicity, sexual orientation, gender identity and expression, and generational differences intersect with gender in the workplace. Packed with the latest statistics, research, and examples, the text explores important issues like the gender pay gap, stereotypes and biases, sexual harassment in the workplace, work-life balance, and practical strategies for creating inclusive cultures.

### New to this Edition

- Includes references to nearly 1,000 sources to reflect the growing of research since the last edition from 2010.
- Includes the latest research and statistics on a wide range of important issues like labor force participation, educational attainment, occupational attainment, and more.
- Public events and trends since the last edition, such as increased public attention to rampant sexual harassment by corporate executives, have been incorporated.
- New attention is devoted to issues such as the effect of social media on gender socialization and how tech companies lose women of color during the hiring process.

For more information, look at the [publisher's website, following this link](#).

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VINNICOMBE, S.; DOLDOR, E.; SEALY R. (2018). FEMALE FTSE BOARD REPORT 2018

The Female FTSE Board Report 2018 was launched on 17<sup>th</sup> of July at the HQ of Aviva in London. The report was written by Prof. Susan Vinnicombe, Cranfield University, Dr Elena Doldor, Queen Mary University London, and Prof Ruth Sealy, University of Exeter Business School.

The report, as well as the 100 Women to watch and a brief video with Prof. Susan Vinnicombe can be found [following this link](#). There is also an [infographic on YouTube](#).



## CALL FOR CONTRIBUTIONS TO THE GIMSIG NEWSLETTER

Please submit your news for the next newsletter by 31.07.2018 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 aim to send out 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.