

GiMSIG Newsletter 2019/02

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EVENTS

GENDER IN MANAGEMENT SIG AND HUMAN RESOURCE MANAGEMENT SIG CALL FOR PAPERS - GENDER AND HRM: ADVANCES, CHALLENGES AND FUTURE DIRECTIONS

This joint event aims to explore the idea of the “gendering of HRM”, reflecting on the past, present and future of the relationship between gender and HRM by focusing on advances, challenges and future directions. Discussions about gender in organizations continue to highlight the ways in which gender and gendered power relations shape and pervade dominant management practices. In particular, HRM policies and practices are seen as central to how gendered dynamics and processes are reproduced and perpetuated in organizations. However, despite the large body of work that focuses on gender and adopts a gender lens to interrogate HRM, claims of gendering of people and practices remains contested as a result of how gender scholarship interrogates the prevalent gender-blind narrative in firms. This event is looking to facilitate discussions about gender scholarship in HRM and is aimed at those who research and/or have an interest in gender and HRM both as distinct subjects, as well as their interconnections (e.g. gender in organizations, gender in management, gender in HRM, gendering HRM). Attendees will broaden understanding of the linkages between gender and HRM and how these can be enhanced to enrich the conceptual, theoretical and empirical impact of gender scholarship in the field of HRM. They will also insight into the tensions and practical challenges of doing thinking about HRM as a gendered function. Finally, attendees will have the opportunity to network and explore potential collaboration between members of the GIMSIG and the HRMSIG, as well as those with a general interest in these topics.

Date: Thursday 20 June 2019

Time: 9am – 4pm

Venue: Room 3.014a/3.014b, Alliance Manchester Business School, The University of Manchester (<https://www.mbs.ac.uk/contact/find-us/>)

Keynote Speakers

- Professor Jill Rubery, Professor of Comparative Employment Systems and the Director of the Work and Equalities Institute at Alliance Manchester Business School, University of Manchester
- Professor Joanne Duberley, Professor of Organization Studies at Birmingham Business School, University of Birmingham.

Paper Submission Details

We welcome theoretical, conceptual and empirical contributions that address the following themes (please note this list is not exhaustive):

- A gendered analysis of the HRM function
- Theory-shaping practice and the impact of gender-relevant work on HRM
- Gendering of HRM models and practices
- How gender shapes HRM functions
- Mainstreaming gender in HRM policies

Submissions

We welcome submissions of papers and posters, We also welcome developmental

submissions from doctoral students and early career researchers. Please submit an abstract of up to 500 words (not including any references) via email to Dr Jenny Rodriguez at jenny.rodriquez@manchester.ac.uk.

In the submission e-mail, please attach an anonymised abstract in a word or pdf file and include the following information in the body of your message:

- Title of Paper/Title of Poster
- Author(s) Name(s)
- Affiliation and E-mail.

Deadline for submissions: Friday 10 May 2019 at 11:00pm (UK time)

Registration

To register for this event, please visit this

link:<https://www.bam.ac.uk/civcrm/event/info%3Fid%3D3604%26amp%3Breset%3D1>

Should you have any further question, please do not hesitate to contact us

INVITATION FOR EXPRESSIONS OF INTEREST: GIMSIG EVENT EMERGING TRENDS IN GENDER RESEARCH

The GiMSIG is looking for expressions of interest to organise and even that focuses on "Emerging Trends in Gender Research". We ask that you kindly ask whether your institution may be willing to host this event.

For further information on this or to submit any ideas, please contact the SIG Chair, Dr Jenny K Rodriguez at jenny.rodriquez@manchester.ac.uk and the GiMSIG Events Coordinator, Dr Huiping Xian at h.xian@sheffield.ac.uk.

FURTHER EVENTS INVOLVING GIMSIG MEMBERS

Signing & Conducting Work-Life Research: Innovative Approaches, Challenges and Dilemmas

This event aims to broaden work-life researchers' methodological toolkits, both quantitative and qualitative, and provide practical methodological guidance and support from experts in the field.

Two renowned US scholars in work-life research, Prof Gary Powell (Emeritus of Management at the University of Connecticut in Storrs) and Prof Jeff Greenhaus (Professor Emeritus in the Department of Management at Drexel University's LeBow College of Business), will present and discuss quantitative approaches to exploring the work-life interface using vignettes and the critical incident technique. In addition, they will be joined by two UK-based speakers, Prof Caroline Gatrell (Professor of Organization Studies and Associate Dean of Research at University of Liverpool Management School) who will talk about researching emotionally charged topics and the possibility of tears, and Dr. Laura Radcliffe (Doctor of Organizational Behaviour and Director of the Master of Research

Programme at the University of Liverpool Management School) who will discuss the use of qualitative diary methods to capture daily work-life experiences. Each presentation will be accompanied by interactive Q&A sessions with the audience and the latter part of the event will consist of interactive roundtable discussions focused on methodological approaches in work-life research, including providing attendees with support and guidance with regards to their own research designs. Opportunities for informal discussions and networking are also an important part of the agenda and provided throughout the day.

When

The same event is being held on two days, one in the North (Liverpool) and one on the South (London), with the aim of maximum reach and minimizing travel costs for attendees so that more people are able to attend. Participants are expected to attend the event on one of the days only.

Tuesday, 21 May 2019, 10.30am - 4.30pm

OR

Thursday, 23rd of May 10.30am - 4.30pm

[Further information & registration following this link.](#)

Report from Think Tank event 'Gender in Organizations: Towards Theory and Research Development in the MENA region'

A Think Tank event 'Gender in Organizations: Towards Theory and Research Development in the MENA region' was held in March 18-19, 2019 at the American University Sharjah. Despite some progresses, women in Middle East North Africa (MENA) region still do not have equal access to employment opportunities and face huge barriers in organisational and social life. 22 international scholars attended this Think Tank. The aim of the ThinkTank was first to identify theoretical and methodological priorities to examine the issues women face in organisations across the region. The second aim was to connect researchers and organisations to collaborate on future studies. The group identified 4 important theoretical research themes for future research.

Further information can be found by visiting <https://www.aus.edu/thinktank-details>

ThinkTank Organizers

- [Linzi J. Kemp](#) (American University of Sharjah)
- [Savita Kumra](#) (American University of Sharjah)

ThinkTank Leaders

- [Charlotte Karam](#) (American University of Beirut)
- [Fida Afiouni](#) (American University of Beirut)
- [Susan Madsen](#) (Utah Valley University)
- [Susan Vinnicombe](#) (Cranfield University)



ThinkTank Participants

Bridgette Rickett	Jennifer Olmsted	Marie Waxin	Norita Ahmad
Diana Bilimoria	Stella Nkomo	May Dabbagh	Pat O'Connor
Louise Morley	Su Beesley	Pernilla Bolanda	Angela Kornau
Huiping Xian	Kate Hutchings	Morten Huse	Kate White

ACHIEVEMENTS

Gary Powell receives Award of Fellow of the Academy of Social Sciences

Our GiMSIG member Gary Powell is awarded Fellow of the Academy of Social Sciences, recognising his academic contributions regarding gender in management and work-family balance. He is [one of 73 leading social scientists who are awarded Fellow](#). 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. The Academy is composed of 1313 individual Fellows. Fellows are distinguished scholars and practitioners from academia and the public and private sectors.

LATEST PUBLICATIONS

GENDER IN MANAGEMENT: AN INTERNATIONAL JOURNAL

Gender in Management: An International Journal, Volume 34 Issue 1

Karen Landay, Sarah DeArmond, (2019) "[Applicant gender and recruiter and organizational characteristics](#)", Gender in Management: An International Journal, Vol. 34 Issue: 1, pp.2-18, <https://doi.org/10.1108/GM-06-2017-0071>

Toyin Ajibade Adisa, Issa Abdulraheem, Sulu Babaita Isiaka, (2019) "[Patriarchal hegemony: Investigating the impact of patriarchy on women's work-life balance](https://doi.org/10.1108/GM-07-2018-0095)", Gender in Management: An International Journal, Vol. 34 Issue: 1, pp.19-33, <https://doi.org/10.1108/GM-07-2018-0095>

Ummu Markwei, Michael Kubi, Benedicta Quao, Esther Julia Attiogbe, (2019) "[Work-family balance of female parliamentarians in Ghana](https://doi.org/10.1108/GM-02-2018-0016)", Gender in Management: An International Journal, Vol. 34 Issue: 1, pp.34-44, <https://doi.org/10.1108/GM-02-2018-0016>

Sheeba Asirvatham, Maria Humphries, (2019) "[Changing agents of change in neoliberally framed organizations](https://doi.org/10.1108/GM-03-2018-0032)", Gender in Management: An International Journal, Vol. 34 Issue: 1, pp.45-58, <https://doi.org/10.1108/GM-03-2018-0032>

Magnus Hansson, Hanna Gottfridsson, Sandra Raanaes, (2019) "[The boss and daddy's little girl: on the construction of gender in Swedish business media](https://doi.org/10.1108/GM-06-2018-0060)", Gender in Management: An International Journal, Vol. 34 Issue: 1, pp.59-76, <https://doi.org/10.1108/GM-06-2018-0060>

Gender in Management: An International Journal, Volume 34 Issue 2

Debra Parkinson, Alyssa Duncan, Frank Archer, (2019) "[Barriers and enablers to women in fire and emergency leadership roles](https://doi.org/10.1108/GM-07-2017-0090)", Gender in Management: An International Journal, Vol. 34 Issue: 2, pp.78-93, <https://doi.org/10.1108/GM-07-2017-0090>

Miriam Mugwati, Geoffrey Bakunda, (2019) "[Board gender composition and marketing effectiveness in the female consumer market in Zimbabwe](https://doi.org/10.1108/GM-01-2018-0001)", Gender in Management: An International Journal, Vol. 34 Issue: 2, pp.94-120, <https://doi.org/10.1108/GM-01-2018-0001>

Filippo Ferrari, (2019) "[In the mother's shadow: exploring power dynamics in family business succession](https://doi.org/10.1108/GM-07-2017-0091)", Gender in Management: An International Journal, Vol. 34 Issue: 2, pp.121-139, <https://doi.org/10.1108/GM-07-2017-0091>

Francisco Bravo, Maria Dolores Alcaide-Ruiz, (2019) "[The disclosure of financial forward-looking information: Does the financial expertise of female directors make a difference?](https://doi.org/10.1108/GM-09-2018-0120)", Gender in Management: An International Journal, Vol. 34 Issue: 2, pp.140-156, <https://doi.org/10.1108/GM-09-2018-0120>

Cigdem Basfirinci, Zuhail Cilingir Uk, Sernur Karaoglu, Kadriye Onbas, (2019) "[Implicit occupational gender stereotypes: a research among Turkish university students](https://doi.org/10.1108/GM-07-2018-0084)", Gender in Management: An International Journal, Vol. 34 Issue: 2, pp.157-184, <https://doi.org/10.1108/GM-07-2018-0084>

Gender in Management: An International Journal, Volume 34 Issue 3,
Special Issue: Theorizing Women & Leadership

Carole Elliott, Sue Pritchard, Valerie Stead, (2019) "[Guest editorial](https://doi.org/10.1108/GM-05-2019-184)", Gender in Management: An International Journal, Vol. 34 Issue: 3, pp.186-187, <https://doi.org/10.1108/GM-05-2019-184>

Mariann Hardey, (2019) "[Women's leadership and gendered experiences in tech cities](https://doi.org/10.1108/GM-05-2018-0048)", Gender in Management: An International Journal, Vol. 34 Issue: 3, pp.188-199, <https://doi.org/10.1108/GM-05-2018-0048>

Christina L. Bullock, (2019) "[Driving new narratives: women-leader identities in the automotive industry](https://doi.org/10.1108/GM-10-2017-0135)", Gender in Management: An International Journal, Vol. 34 Issue: 3, pp.200-216, <https://doi.org/10.1108/GM-10-2017-0135>

Juliet Ramohai, (2019) "[Women in senior management positions at South African universities: Their movement in, out and across universities](https://doi.org/10.1108/GM-10-2017-0138)", Gender in Management: An International Journal, Vol. 34 Issue: 3, pp.217-232, <https://doi.org/10.1108/GM-10-2017-0138>

Leanne Dzubinski, Amy Diehl, Michelle Taylor, (2019) "[Women's ways of leading: the environmental effect](https://doi.org/10.1108/GM-11-2017-0150)", Gender in Management: An International Journal, Vol. 34 Issue: 3, pp.233-250, <https://doi.org/10.1108/GM-11-2017-0150>

Further publications by GiMSIG Members

Cassell, Catherine, Laura Radcliffe, and Fatima Malik, (2019) "[Participant Reflexivity in Organizational Research Design](https://doi.org/10.1177/1094428119842640)." Organizational Research Methods. <https://doi.org/10.1177/1094428119842640>.

VACANCIES

Lecturers /Senior Lecturers in Human Resource Management/Organisational Behaviour/Organisation Studies (equivalent to Assistant/Associate Professor)
University of Liverpool

Location:	Liverpool
Salary:	£40,792 to £65,362 per annum (Grade 8-9)
Hours:	Full Time
Contract Type:	Permanent
Placed On:	10th April 2019
Closes:	8th May 2019

[Further Information following this link.](#)

CALL FOR PAPERS, ABSTRACTS, PROPOSALS

CFP SPECIAL ISSUE GENDER IN MANAGEMENT: LEADERSHIP IN AN AGE OF #METOO: GLOBAL CONVERSATIONS

Guest Editors

Leigh Fine, Wendy Fox-Kirk, Rita A. Gardiner, Faith Ngunjiri

Initial inquiries should be made to the lead editor of this special issue, Rita A. Gardiner at rgardin2@uwo.ca.

About the special issue

The #MeToo movement has proven to be a major catalyst for raising public awareness about sexual violence. As such, it is a catalyst to effect major societal change if leaders are willing to confront organizational structures and individual behaviour that lead to violence. Yet because #MeToo is a recent phenomenon, there is a lacuna of research that takes up the challenges leaders face in addressing the issues raised by the movement. #MeToo and other offshoots (Time's Up, Times Up UK, #SilenceIsNotSpiritual, #MeToo academe to name a few) are challenging organizations not only to address gender and violence issues, but also to come to terms with the negative effects of hypermasculinity on workplace cultures.

Around the world, the #MeToo movement has prompted responses from government and industry to address the insidious and pervasive problem of sexual harassment and workplace violence and the concomitant abuses of power. This has been prompted by the courage of many victims/survivors who are speaking out about long-term and persistent abuse (Gerchick, 2018a). Recently, Statistics Canada released a report stating there had been a 65% increase in business-related assaults reported to the police from October 2016-October 2017 (Rotenberg & Cotter, 2018). The report suggests that this increased reporting was related to the effects of the #Me Too movement.

The effects of #MeToo are also being felt in large corporations, such as the global collective workforce action demanding an improvement in Google's management of sexual predators. At other corporations, such as Uber, we also see that whistleblowers are demanding organizational action to address institutional violence.

Much of the initial media attention regarding #MeToo concerned women who spoke out against violence in the entertainment industry. However, women are not the only targets of predatory action; young men, trans, and those who identify as genderqueer are vulnerable, too. Yet there is a lack of robust research on who commits sexual violence against LGBTQ victims, leaving readers to assume perpetrators are also LGBTQ but this may not be so (Bedera & Nordmeyer 2018). Furthermore, as governments and organizations look at how they can create changes in organizational culture and practices to make workplaces safe and

respectful places for all, there is a tendency to focus on a simplistic model of sexual harassment and violence as a mainly heterosexual phenomenon. We seek to develop a space for new scholarship that is not only cognizant of violence against heterosexual women, but highlights how diverse others experience violence in the workplace.

In the US, early responses to the #MeToo movement include new federal laws to restrict the use of non-disclosure agreements to silence victims of sexual harassment and violence (Gurchiek, 2018b). The Society for Human Resource Management (2018) highlights that current federal legislation has failed to stop the tide of abuses across industries. In a recent SHRM study which examined changes in organizations a year after the #MeToo revelations, CEOs and HRM directors maintain there is an urgent need to create self-policing cultures. This requires a shift in cultural norms that sanctioned violence in the workplace, and a different approach by HR toward victims/survivors.

Across diverse countries and cultures, the effects of #MeToo and similar movements are being felt (Briggs, 2017; Collins, & Grossman-Boder 2018; Norholm, Just, & Muhr, 2018; Burt, 2018). In keeping with this journal's international focus, we encourage submissions that examine the global effects of these movements, and their impact on the affective aspects of organizational life and leadership experience/s (Fox-Kirk, 2017; Ngunjiri & Gardiner, 2017; Ngunjiri, et al., 2017; Ngunjiri, Chang, & Hernandez, 2018).

This special issue seeks to consider how leadership and #MeToo movement challenges organizational practices and policies in diverse cultural arenas (Fine, 2018; Finn, Gardiner, & Bruijns, 2018; Gardiner, Almquist, Shockness, & Finn, under review; Iverson & Issadore, 2017; Quinlan, Quinlan, Fogel, & Taylor, 2018). The aims of this special issue are:

- 1) To provide new lenses with which to view the impact of #MeToo on organizations
- 2) To expand discourses beyond a narrow heteronormative focus
- 3) To highlight the global impact of #MeToo.
- 4) To set an agenda for future organizational and leadership research that examines how organizations are responding to #MeToo.

We welcome papers that seek to explore the global effects and after-effects of the #MeToo movement in diverse workplaces and cultures from different conceptual and methodological perspectives. We also welcome papers that seek to integrate critical, feminist and/or queer theory so as to enhance women's leadership theory, organization, and managerial practices. The intent is to provide a fora for new knowledge to emerge, enabling scholars and practitioners to more effectively address sexual violence issues in their workplace and beyond.

Submission: 1st submission of papers to *Gender in Management: An International Journal* **BY FRIDAY JUNE 3, 2019**. Publication is likely to be spring 2020.

GENDER, WORK & ORGANIZATION CONFERENCE 2020, CALL FOR STREAM PROPOSALS

11th Biennial International Interdisciplinary Conference: Transforming Contexts, Transforming Selves: Gender in New Times. University of Kent, Canterbury, UK 24th to 26th June 2020

Submit stream proposals and call for papers (not more than 1000 words) as MS-Word-attachment to p.m.j.lewis@kent.ac.uk by Monday, 10th of June.

Further information [following this link](#)

CONTRIBUTIONS TO NEXT GIMSIG NEWSLETTER

Please submit your news for the next newsletter until 30.04.2018 to gimsig.news@protonmail.com.

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Share your news

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We welcome your contributions and 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 centres
- new / interesting publications (papers, books, podcasts, blog-entries)
- progress on ongoing and newly launched research projects
- vacancies
- any other news that you wish to share with the GiMSIG community.

If you have any news you would like to share, please email us at gimsig.news@protonmail.com.