Contributors

Edwin Obilo Achola is currently an Assistant Professor of Special Education at California State University Long Beach, USA. He earned his PhD in Special Education and Disability Policy from Virginia Commonwealth University, USA. In the last 10 years, Edwin has worked as a classroom teacher, teacher educator and researcher, focusing primarily on culturally diverse students with disabilities in the United States and Kenya. His research and teaching activities have focused on culturally responsive transition planning and higher education for students with disabilities. He has co-authored a number of book chapters and published research articles on various topics in the field of transition planning and diversity. His research themes include meaningful involvement of culturally diverse families in transition planning, transition assessments, development of culturally responsive transition plans, as well as post-secondary education success for traditionally under-represented youths and families.

Tanuja Agarwala is Professor of Human Resource Management (HRM) and Organizational Behaviour (OB) at Faculty of Management Studies, University of Delhi, India from where she received her PhD. She has postgraduate and MPhil degrees in Psychology with specialization in organizational behaviour from the University of Delhi. Her research interests focus on organizational commitment, human resource innovations, career management, work–life integration, performance and reward management, gender issues, and corporate social and environmental responsibility. With almost 26 years of teaching and research experience, she has received national and international awards for her research, notably the ASTD Research-to-Practice Citation (2004), Best Paper Award in the 1st International Conference of AHRD-USA and India (2002) and the 3rd Asian Conference of the AHRD-USA and Korean AHRD (2004). She is also the recipient of the All India Council for Technical Education (AICTE) Career Award for Young Teachers (2001) and UGC Fellowship. She has authored book chapters, research and conference papers at national and international level and a book titled Strategic Human Resource Management published by Oxford University Press. She was a member of the editorial advisory board of Equality, Diversity and Inclusion and is on the editorial board of Gender in
Management: An International Journal. She is studying the academic work environment and recently edited a Special Issue on the theme of ‘Women in Academia’ for Gender in Management: An International Journal.

Naheed Arshad-Mather is currently a Cabinet Member for Housing and Enforcement Management at Kirklees Council, UK. Local government is undergoing transformational change in the way it delivers council services during an era of swinging budget reductions imposed by national government. Naheed was a principal lecturer in higher education for 20 years, in social policy and criminology. Naheed is a former director of Mather Excel, an organization which provided oversight in governance, performance management, economic development and community sustainability. She provides a unique voluntary and community sector perspective combined with practical experience of innovation and leading successful not-for-profit organization. Prior to being an academic, she worked in local government, as a management consultant in training and development, non-executive chair of a regional infrastructure body, housing association, and member of numerous management committees. Naheed is an Employment Tribunal member and provides executive coaching and leadership mentoring.

Doyin Atewologun is a Lecturer in Organisational Leadership and Learning at the School of Business and Management, Queen Mary University of London, UK. She also holds Visiting Fellow positions at Cranfield School of Management, UK; the Lagos Business School, Nigeria; and the University of Pretoria, South Africa. Doyin is a Chartered Organisational Psychologist, researcher and consultant with expertise in leadership, diversity and inclusion, intersectionality and organisational transformation. Doyin has published in leading international, peer-reviewed management journals including Gender, Work and Organisation, Journal of Managerial Psychology and the British Journal of Management. Her work on ethnicity progression at senior levels in UK organizations has also featured in practitioner outlets and the media. Doyin’s research has gained several international awards, from the American Academy of Management (2011), the British Academy of Management (2011), the Equality, Diversity and Inclusion conference (2012) and the Emerald Literati Network Awards for Excellence (2015).

Gemma L. Bend is researching into diversity in organizations, looking specifically at exploring the intersection of gender and disability in organizations. She is currently completing her PhD at the Open University Business School, UK, looking at the intersection of social minority
identities in two different types of employment: mainstream and sheltered. She completed her Master by Research (MRes) at the Open University Business School and her master’s dissertation was titled: ‘An exploration of gender and disability in the workplace’. She presented her research findings from her master’s at the Gender, Work and Organisation conference in 2016. She completed her undergraduate degree at the Manchester Metropolitan University, UK, studying BSc Psychology. Her undergraduate dissertation looked at the psychological well-being of university students and was titled: ‘The effects of expressive writing on adult’s psychological well-being’.

**Adelina M. Broadbridge** is a Senior Lecturer in the division of Management, Work and Organisation, Stirling Management School, UK. Her main research interests, and the focus of her PhD, are around the broad area of management careers, particularly in the UK retail industry. She has also researched issues connected with stress, age and work–life balance. She additionally has conducted research with Generation Y undergraduates and graduates and their perceptions and experiences of the initial stages of their careers. Adelina is the editor of *Gender in Management: An International Journal*, an editorial board member of *Equality, Diversity and Inclusion: An International Journal* and track chair of the Gender in Management stream at the British Academy of Management Conference. She founded the Gender in Management Special Interest Group, which has membership from around the world. She has devised and delivered programmes on personal and professional development of women working in the higher education sector, and is an Aurora role model.

**Thomas Calvard** is a Lecturer in Organization Studies and Human Resource Management at the University of Edinburgh Business School in the UK. At a general level, his research aims to understand how individuals and teams make sense of and attend to various viewpoints, perspectives and boundaries in organizational environments. More specifically, he is interested in and has written about sensemaking, big data, violence, diversity and boundary-spanning in organizations.

**Shawn M. Carraher** received his PhD from the University of Oklahoma, USA and was awarded the Oxford Journal Distinguished Research Professorship at the University of Cambridge, UK. He has served as Division Chair of the Management History and Technology & Innovation Management (TIM) Divisions, Academy of Management (AOM), as well as past President of the Small Business Institute and the SouthWest Academy of Management as well as Dean of the Counsel of Endowed Chairs and Past Division Chairs within the AOM TIM Division. He is
Clinical Professor of International Business at the University of Texas at Dallas, USA. In 2015 at the Said Business School, University of Oxford, UK, Shawn was named one of the top 50 Outstanding Global Business Educators, and then in 2016 was named among the dozen most impactful professors in business in the world in Switzerland, by the Swiss Government.

Elsa T. Chan is an Assistant Professor in the Department of Management at City University of Hong Kong. She completed her PhD in Management and Entrepreneurship at the Leeds School of Business, University of Colorado Boulder, USA. Her research focuses on humility and compassion in leadership and entrepreneurship. She also studies race and gender biases in organizations.

Shafaq Chaudhry completed her PhD at Aston University, UK in 2016. Her PhD thesis explores the ways in which gendered working practices are constructed and experienced in the service sector in Pakistan. Shafaq's main research interests include gender, work-based identities and religion in organizations. She is interested in ethnographic techniques to gain an in-depth insight into the work arena.

Fiona Colgan has been a member of the Teaching and Scholarship Staff Group in the Department of Management at Birkbeck College, University of London, UK since January 2016. Prior to that she was a Senior Research Fellow and Director of the Centre for Diversity, Corporate Responsibility and HRM (CRDHRM) at the Guildhall Faculty of Business and Law at London Metropolitan University, UK. Her research focuses on sexual politics, lesbian, gay, bisexual, transgendered (LGBT) issues and inclusion within the workplace; employee relations, engagement and the diverse workforce; and an exploration of the tensions between corporate social responsibility, equality, diversity and international human resource management (HRM). She has published articles on these topics in journals such as Equality, Diversity and Inclusion, Gender, Work and Organisation, Human Resource Management Journal and Organization Studies. Co-authored books include Sexual Orientation at Work (with N. Rumens, Routledge, 2015), Gender, Diversity and Trade Unions (with S. Ledwith, Routledge, 2002) and Women in Organisations (with S. Ledwith, Macmillan, 1996). A recent publication is her chapter on ‘LGBT company network groups in the UK: Tackling opportunities and complexities in the Workplace’ (2016) in Sexual Orientation and Transgender Issues in Organizations: Global Perspectives on LGBT Workforce Diversity, edited by Thomas Köllen (Springer, New York).
Contributors

Austin Elluru received his BA in Psychology from Hope College, USA. As an undergraduate he was involved in research in the areas of weight discrimination and the physiological effects of worry. He also participated in the track and cross-country teams. He is currently enrolled in a master’s programme in clinical psychology.

Sandra L. Fielden is an Honorary Senior Lecturer in Organizational Psychology in the Manchester Business School at the University of Manchester, UK, a Chartered Occupational Psychologist, and an Associate Fellow of the British Psychological Society. Over the last 15 years she has been involved in applied diversity research within the public and private sector, and in several areas including gender and ethnic entrepreneurship, gender in management, coaching and mentoring, sexual harassment and evaluation studies. She was involved in the Cabinet Office’s campaign for the promotion of diversity on public boards and is well known globally for her work in gender and management. Sandra is well published, with numerous journal papers and book chapters and has co-authored or co-edited ten books.

Dennis Foley is a Professor of Entrepreneurship in the Faculty of Business, Government and Law at the University of Canberra, Australia. He is of Aboriginal descent (Gai-mariagal/Wiradjuri), researching primarily in the fields of Aboriginal entrepreneurship: enterprise, history and education. A Fulbright Scholar and Endeavour Fellow, he is a leader in research in the space of Indigenous entrepreneurship and enterprise development in Australia, working closely with Indigenous colleagues in Aotearoa and Canada. This has led to numerous editorial roles on both mainstream and Indigenous journals; successful research projects in Australia, New Zealand and Canada; appointments to prestigious research funding bodies in Australia, New Zealand and Canada; and he has advised several state and federal ministers on Indigenous issues. He has undertaken qualitative case study research on Aboriginal entrepreneurs in Australia, Bhutan, Denmark, Canada, Fiji, Ireland, South Korea, Taiwan, Thailand, New Zealand and the USA.

Fiona Gavin is a Chartered Occupational Psychologist and is currently employed at the University of Nottingham, UK, where she is the Course Director for the MSc in Management Psychology and a Lecturer in Occupational Psychology. Prior to this appointment, Fiona was employed as an organizational psychologist within the civil service and was an independent consultant to a wide range of client-companies. An experienced researcher with a specialism in workplace diversity, collaborators include public sector, private sector and charitable organizations, including those with national and international profiles; recent work includes a
diversity audit for the Council of Europe in Strasbourg, France, and a project with the Secretariat of the European Union. Research interests include ‘modern’ forms of discrimination, gender and career barriers, managing diversity, and the social impact of contemporary equality legislation.

**Kara Hirano** is a Postdoctoral Research Fellow in the Secondary Special Education and Transition Research Program at the University of Oregon, USA. More than a decade working with children, youth and families in community mental health programmes, and most recently with students under-represented in higher education, has influenced her interest in issues of access, equity and opportunity. She is particularly interested in secondary special education, and planning for the transition from high school to adult roles. Her recent research focuses on the role of families in these processes and factors that influence their decision to become involved.

**Lana L. Huberty** joined Concordia University, St Paul, USA in 2013. Lana began her career in health and wellness in 1989 with group and individualized fitness training. Her specialized training includes certifications from such professional organizations as National Exercise Trainers Association (NETA), YogaFit, Les Mills International (LMI), and MOSSA. Within the sport and recreation industry, Lana has served as an administrator, assisting in the start-up of several multi-million-dollar projects. Research interests and publications focus on sport marketing and sponsorship, diversity within sport management, sustainability, and general health and wellness.

**Melissa Hynd** completed her undergraduate degree at the University of Stirling, USA, graduating with a first class honours in Business Studies and Human Resource Management. She was awarded the prize of undergraduate human resource management (HRM) dissertation of the year. During her final year of university, she worked within the university’s Management School as a student research assistant with Adelina Broadbridge. Melissa currently works for Entrepreneurial Scotland, an organization that is at the forefront of a movement to make Scotland the most entrepreneurial society in the world. Her current role as Membership Executive sees her working on both mentoring programmes and talent matching initiatives.

**Sammar Javed** is completing her PhD thesis on ‘Knowledge management in Pakistani think tanks’ at the University of Huddersfield, UK. Her research interests mainly include knowledge management, organizational strategy, organizational performance, think tanks, and diversity and
gender management studies. She has recently been involved in a number of projects: (1) the socio-economic impact of subsea cables; (2) risk and governance disclosure in the UK higher education sector; and (3) governance and risk disclosure in UK further education colleges. She has served with the university in several dimensions of management including admissions, exams, graduation ceremonies and networking events. She has also worked for the UK market research industry. In addition to being a member of British Academy of Management, and an advisor for Ontario College for Research and Development in Canada, she contributes as a reviewer for several conferences and journals. She completed her Postgraduate Certificate in Research Methodology and Teacher Assistant Preparatory Programme from the University of Huddersfield in 2013. She also has teaching experience ranging from school to post-graduate level. Her qualifications include an MBA in Finance, and BS (Hons) in Computer Sciences. Before moving to the UK she was serving in an Islamabad, Pakistan-based think tank on strategic posts.

Hannah Jepson is a qualified occupational psychologist and graduated from Manchester Business School. Hannah is currently the Director of Assessment and Selection at Ambition School Leadership, a successful UK education charity whose mission is to eradicate educational disadvantage by developing outstanding leaders for challenging schools nationwide. In this role, Hannah has successfully created and fine-tuned the processes that identify and position these leaders. Prior to this she worked for Teach First, another education charity; and before that a successful independent business psychology consultancy. Hannah is also on the board of trustees for a lesbian, gay, bisexual, transgendered (LGBT) youth charity in the North West of England, The Proud Trust and the co-founder of LGBTed, a grassroots movement that aims to support and empower LGBT teachers and leaders to be authentic in schools.

Stefanie K. Johnson is an Assistant Professor of Management at the Leeds School of Business, University of Colorado Boulder, USA. She did her PhD at Rice University, USA and is particularly interested in the effects of unconscious biases in the evaluation of women and minorities, with the goal of finding ways to mitigate those biases. Stefanie has published 40 journal articles and book chapters in outlets such as the Harvard Business Review, Journal of Applied Psychology and Academy of Management Journal. She has presented her work at more than 50 meetings around the world, including at the US White House for a 2016 summit on diversity in corporate America on National Equal Pay Day, and the 2016 Harvard Negotiation and Leadership Conference, USA.
Jackie Jones is Professor of Feminist Legal Studies at the University of the West of England, UK and a human rights activist. She specialises in women’s human rights and equality more generally. She has written about transgender issues for a number of years, as well as sexualities, dignity at work, human dignity as a legal theory, trafficking for the purposes of sexual exploitation, and equality in Wales. She is currently President of European Women Lawyers Association, Chair of Wales Assembly of Women, and trustee of two non-governmental organizations. She is often asked to consultation events as expert at international institutions (including the United Nations, European Union Institute for Gender Equality (EIGE), European Commission, Council of Europe, EU Fundamental Rights Agency (EU FRA)) and governments (giving evidence in the UK Parliament and the National Assembly for Wales). She speaks internationally at many events/ and conferences on equality and is a trainer on human rights.

Marjut Jyrkinen is Associate Professor in Work-Life Equality and Gender Studies at the University of Helsinki, Finland, and Research Director of the Social and Economic Sustainability of Future Working Life research consortium (weallfinland.fi) a consortium funded by the Strategic Research Council at the Academy of Finland. Jyrkinen’s current research addresses the sustainability of work-life; organizational cultures, ethics and policies; and diversities and intersectionalities of gender, age and ethnicity in organizations, management and leadership. Her most recent publication in 2017 is ‘MyManagement: women managers in gendered and sexualised workplaces’, Gender in Management: An International Journal, 32 (2), pp. 98–110 (with Linda McKie).

Laurie Gutmann Kahn is an Associate Research Professor at the University of Oregon, USA. She holds a Doctorate in Special Education from the University of Oregon with an emphasis in secondary special education and transition. Before pursuing her doctoral degree, Laurie was a special education high school teacher in the Bronx, New York, where she focused on career development education for students with disabilities. Her research and practice interests include the intersection of culture and disability in educational research, the use of disability studies in special education practices, and the education of teachers working with students with disabilities.

Katherine Karl is a Professor of Management at the University of Tennessee at Chattanooga, USA. She holds a PhD in Organizational Behavior and Human Resource Management from Michigan State University, USA. Dr Karl has taught a wide variety of management courses including human resource management, employment law, labour
relations and negotiations, training and development, management skills, grievance and arbitration, organizational behaviour, principles of management, leadership, organizational change and development, and strategic management. Her research publications have focused on workplace polices related to social media, workplace fun, workplace romance and workplace attire; employment termination; and also on generational differences, helicopter parents, job values, performance feedback, classroom incivility, and the use of videotaped feedback in management education and development. She has also served as a consultant for several companies in Indiana, West Virginia and Tennessee, USA, on issues of employee satisfaction, leadership, team building and employee selection.

**Ksenia Keplinger** is a currently a postdoctoral researcher at the University of Colorado Boulder, USA. She holds a PhD in Social Sciences (Focus on Organizational Behavior) from the Johannes Kepler University of Linz, Austria; an MS in Finance and Management Accounting from the same university; and a BS in International Economics from the National Research University Higher School of Economics, Russia. Ksenia’s research interests include gender bias in the workplace, diversity and inclusion, accountability of leaders and followers, and the meaning and outcomes of ethical leadership in unconventional contexts, such as monastic organizations.

**Robert Kilpatrick** has visited 70 countries and supervised development programme evaluations in a number of them. He has been founding chief executive officer or chairperson of a number of businesses, development and advocacy organizations, and charities, while helping initiate businesses in the slums of Kolkata (India), in Xiangzhou (China), in Lae (Papua New Guinea), and the black states of Myanmar. His PhD at Auckland University of Technology, New Zealand, was on ‘The business of peace-building: Redeeming the entrepreneurial spirit for reconciliation’. In previous incarnations he has been a teacher of physics and maths, a minister of religion, a college principal and a lecturer in social anthropology.

**Jessica F. Kirk** is a doctoral candidate in management and entrepreneurship at the Leeds School of Business at the University of Colorado Boulder, USA. Her research interests include leadership, entrepreneur identity, gender bias and work group effectiveness. She holds a Bachelor of Science degree in Mechanical Engineering from the University of Missouri, USA, and a Master of Business Administration degree
from Washington University in St Louis, USA. Prior to pursuing a PhD, Jessica worked as an engineer at the Boeing Company in St Louis, Missouri.

Thomas Köllen is a faculty member in the Department of Organization and Human Resource Management at the University of Bern, Switzerland. Prior to that, he was an assistant professor at the Institute for Gender and Diversity in Organizations (Department of Management) at Vienna University of Economics and Business (WU), Austria. He has studied in Germany (Friedrich Schiller University, Jena), Italy (Università di Torino) and Austria (WU Vienna). He was a Doc Team Fellow of the Austrian Academy of Sciences (2006–09) and a Visiting Scholar at Goethe University Frankfurt, Germany (2007) and Universidade Federal Fluminense (UFF) in Niteroi, Brazil (2012). In 2016 he was a Visiting Professor at Rowe School of Business, Dalhousie University, Halifax, Canada. Dr Köllen’s academic research interests include business ethics; issues of gender, gender identity and sexual orientation in management and organizations; and national identities and nationalism in the workplace. He has published articles on these topics in journals such as the International Journal of Human Resource Management, Journal of Business Ethics, German Journal of Human Resource Management, Philosophy of Management and Management Research Review. In 2016 he has edited the book Sexual Orientation and Transgender Issues in Organizations: Global Perspectives on LGBT Workforce Diversity (Springer). Currently he is guest editor-in-chief of a Special Issue of Equality, Diversity and Inclusion on ‘Moral Perspectives of Equality, Diversity and Inclusion’.

Lauren Lindstrom is a Professor and Dean of the School of Education at the University of California, Davis, USA. Dr Lindstrom has focused her career on developing innovative career development programmes and improving post-school employment outcomes for young adults with disabilities. Her research examines the interplay of individual factors such as gender, socio-economic status, disability and family expectations, with system-level factors such as school services, educational policies and barriers in the workplace. She has developed school and community-based interventions and disseminated findings through publications, products and conference presentations. Dr Lindstrom has also provided training to career and education professionals from multiple countries including Micronesia, Jamaica, Russia, Saudi Arabia and South Africa. In 2013, she received the European Association of Service Providers for Persons with Disabilities ‘Employment for All Award’ in recognition of
her efforts to promote employment and access for individuals with disabilities.

**Judy McGregor**, (Professor), CNZM, is Head of the School of Social Sciences and Public Policy at Auckland University of Technology, New Zealand, and Associate Dean Postgraduate. Judy was the first Equal Employment Opportunities Commissioner with the New Zealand Human Rights Commission between 2002 and 2012, and has wide expertise in human rights and social justice issues, and specific interests in discrimination issues, women’s rights, gender equality in governance, and professional and public life. Her report on equal employment opportunities issues in aged care, *Caring Counts*, was the catalyst for equal pay claims currently in the New Zealand courts. She has researched the nexus between human rights of older people and those who care for them, with a focus on equal pay. She is a former newspaper editor with a particular interest in freedom of expression; a trained lawyer; and author or editor of eight books, including four journalism texts and a book exploring the employment of older workers. Her latest co-authored book is *Human Rights in New Zealand: Emerging Faultlines* (with M. Wilson and S. Bell, Bridget Williams Books). She has held fellowships at Cambridge and Edinburgh universities in the UK, and in 2016 was the NZ–UK Link Foundation Visiting Professor at the University of London’s School of Advanced Studies, UK.

**Linda McKie** is Professor of Sociology and Dean/Head of the School of Social and Political sciences at the University of Edinburgh, UK. She has published widely on gender, work and care, including McKie, L., Biese, I. and Jyrkinen, M. (2013), “‘The best time is now!’ The temporal and spatial dynamics of women opting in to self-employment”, *Gender, Work and Organization* 20(2): 184–196, and Jyrkinen, M. and McKie, L. (2012), ‘Gender, age and ageism: Experiences of women managers in Finland and Scotland’, *Work, Employment and Society* 26(1): 61–77. Recent work includes McKie, L. and Ryan, L. (2016), *An End to the Crisis of Empirical Sociology? Trends and Challenges in Social Research* (Routledge). She is currently a co-investigator on the European Research Council-funded project Knowledge for Use (led by Nancy Cartwright; see https://www.dur.ac.uk/k4u/).

**Mark E. Moore** is a faculty member in the Department of Kinesiology at East Carolina University, Greenville, North Carolina, USA. His research interests relate to the examination of organizational and marketing theories as they apply to sport organizations. His work has been published in such journals as *Vocational Behavior, Gender in Management, Equality, Diversity and Inclusion: An International Journal, Sport*
Research handbook of diversity and careers


**Dennis Nickson** is Professor of Service Work and Employment at the Department of Human Resource Management, University of Strathclyde, UK. His primary research interests centre on work and employment issues in interactive service work, with a particular concentration on the retail and hospitality industries. He is one of the team – along with Professor Chris Warhurst and the late Professor Anne Witz – who developed the concept of aesthetic labour. His work has been published in journals such as *Work, Employment and Society, Human Resource Management (US), the Human Resource Management Journal, International Journal of Human Resource Management and Economic and Industrial Democracy.* Sole and co-authored books include *Human Resource Management for the Hospitality and Tourism Industries,* 2nd edition (Routledge, 2013). He is also editor-in-chief of *Employee Relations.*

**Mustafa Bilgehan Ozturk** is Lecturer in Management in the School of Business and Management at Queen Mary University of London, UK. His academic research interests include diversity management and workplace equality and inclusion, with particular emphasis on gender, gender identity and sexual orientation in management and organizations. Mustafa’s research is wide-ranging in terms of both geographic context and sectoral as well as organizational settings. Using a variety of theoretical and empirical approaches in his research, he has authored or co-authored a series of academic journal articles and book chapters in diverse topic areas, such as marginalization experienced by gay male academics in UK business and management schools, the employment experiences of lesbian, gay, bisexual (LGB) employees in Turkey, the career advancement barriers faced by female managers in China, the workplace issues of transgender workers in the UK, as well as more theoretical pieces on global diversity management and cross-cultural management. Mustafa’s research has appeared in journals such as the *British Journal of Management, International Journal of Human Resource Management, Human Resource Management and Human Relations,* as well as distinguished edited volumes published by Cambridge University Press and Oxford University Press, among others.

**Emma Parry** is a Professor of Human Resource Management at Cranfield School of Management in the UK. She is also a Visiting Fellow at Westminster Business School, UK, an Academic Fellow of the Chartered Institute of Personnel and Development (CIPD), and an Honorary Fellow of the Institute for Employment Studies. Her research
interests focus on the influence of the changing context on managing people including the impact of the ageing workforce, age diversity at work and generational differences. Emma is the author or editor of six books, as well as several articles in high-quality academic journals. Emma has undertaken research on age and generational diversity for clients such as the CIPD, UK Department of Work and Pensions and the UK Ministry of Defence.

Joy Van Eck Peluchette is a Professor of Management at Lindenwood University, USA. She previously taught at the University of Wollongong, NSW, Australia and at the University of Southern Indiana, USA. Dr Peluchette holds a DBA in Organizational Behavior from Southern Illinois University at Carbondale, USA. Dr Peluchette has taught a wide range of management courses at both the graduate and undergraduate levels, including organizational behaviour, principles of management, leadership skills, human resource management, business/government and society, diversity management, and strategic management. Her recent research publications have focused on the human resource implications of workplace attire, workplace fun and use of social media; as well as issues related to the millennial generation such as helicopter parents, classroom civility and academic entitlement. Dr Peluchette is an associate editor for the *Journal of Leadership and Organizational Studies*. She has also held leadership roles in the Midwest Academy of Management, serving as Program Chair, President, and Chair of the Board.

Edwina Pio is New Zealand’s first Professor of Diversity, a Fulbright alumnus and recipient of a Duke of Edinburgh Fellowship. She is University Director of Diversity at the Auckland University of Technology, Aotearoa/New Zealand. Embodying her passion for interdisciplinary scholarship, her research interests and publications encompass the intersections of work, ethnicity, religion and pedagogy. Her accolades include Visiting Professor at Boston College, USA; research fellowship at Jönköping International Business School, Sweden; and Visiting Academic at the University of Cambridge, UK. Edwina is the leader of the research group Immigration and Inclusion; she was chair of the Business Post Graduate Board of Studies and is a member of her university’s Postgraduate Board and the Spirituality Steering Committee, all at Auckland University of Technology. She is Co-Director of the Global Centre for Equality and Human Rights, UK and former Associate Director of the New Zealand India Research Institute. She has been on the board of the Australia New Zealand Academy of Management (ANZAM), and Chair of their Education Committee and Associate Director of the New Zealand India Research Institute.
Tiana Povenmire-Kirk earned her doctorate from the University of Oregon, USA in 2009. She has worked in the field of transition and vocational development for people with disabilities since 1991. Her research interests include transition for people with disabilities from diverse backgrounds, exploring hegemony in special education, cultural representations of disability, and cultural competence for educators. She has worked in Arizona, Oregon, Maine and North Carolina in the USA. She is a mother of five, stepmother of three, and grandmother of two. In her free time, of which there is little, she enjoys helping her children to develop their skills in the areas of sewing, cooking, building and tending to living things. She encourages them to think critically about the world around them and their own impact upon it. She currently lives in the Pacific Northwest of the USA, and writes young adult fiction.

Timothy Pratt is in the final stages of a PhD as a Vice Chancellor’s Doctoral Scholar in the Management Department at Auckland University of Technology, New Zealand. His research employs constructivist grounded theory to explore collaboration of New Zealand’s civil society organizations amidst neoliberalism. Timothy’s academic interests are derived from vocations as a minister of religion and chief executive of religious civil society organizations in New Zealand and the United Kingdom, where his objectives are to enhance the effective management, leadership and governance of these highly complex organizations so that they create social value within society.

Vincenza (Cinzia) Priola is a Senior Lecturer in Organisation Studies at the Open University in the UK. Her research interests focus mainly around issues of employee and managerial identities, gender, sexuality, inclusion and diversity, and how the concepts of brand and branding are experienced within organizations. Her book, Branded Lives: The Production and Consumption of Meaning at Work (co-edited with Matthew Brannan and Elisabeth Parsons) is published by Edward Elgar Publishing. Her research has been published in journals such as Organization Studies, British Journal of Management and Gender, Work and Organization, as well as in several edited collections.

Mark V. Roehling is a Professor in the School of Human Resource and Labor Relations, Michigan State University, USA. He received his PhD in Human Resource Management (HRM) from the Broad School of Management, Michigan State University, and his law degree from the University of Michigan. Mark teaches graduate courses addressing employment law for HRM professionals and talent management. His research interests include interdisciplinary studies in HRM and the law, fairness in the employment relationship (psychological, legal and ethical

Patricia V. Roehling received her PhD in Clinical Psychology from Wayne State University, USA. She is currently a professor in the Psychology Department at Hope College, USA. Previous positions include Director of Research at the Cornell Employment and Family Careers Institute, USA; and psychologist at Wayne County Clinic for Child Study, USA. She has also maintained a private clinical practice. She has published in the areas of alcohol use, acculturation, weight discrimination pedagogy, and work and family.

Nick Rumens is Professor of Organisation Behaviour at Middlesex University, London, UK. His research uses queer theory to examine lesbian, gay, bisexual, transgender and queer sexualities and genders, workplace friendships, intimacies and identities in organizational settings. He has published on these topics in journals including Organization Studies, Human Relations, British Journal of Management, Organization, Gender, Work and Organization, Sociological Review, Management Learning and Critical Perspectives in Accounting. He has also published a number of books, including Queer Company: Friendship in the Work Lives of Gay Men (Ashgate, 2011), Sexual Orientation at Work: International Issues and Perspectives (Routledge, 2014, co-edited with Fiona Colgan) and Contemporary Perspectives on Ecofeminism (Routledge, 2015, co-edited with Mary Phillips). His latest research monograph is Queer Business: Queering Organisation Sexualities (Routledge, 2018).

Yusuf M. Sidani is Professor of Leadership and Business Ethics at the Suliman S. Olayan School of Business, American University of Beirut, Lebanon. He has a PhD in Organization Behavior from the University of Mississippi, USA; an MBA from Indiana University, USA; and a BBA from the American University of Beirut, Lebanon. Yusuf’s research focuses on gender and diversity in organizations in addition to business ethics and corporate social responsibility (CSR), with special interest in
the Middle East region. His research has appeared in leading international peer-reviewed academic journals such as *Business Ethics Quarterly, Journal of Business Ethics, Gender in Management: An International Journal, Journal of World Business* and *International Journal of Human Resource management*. He is an associate editor of *Business Ethics: A European Review*, and is a reviewer for various top journals. He has published tens of articles about gender issues in the Arab region and has spoken extensively on the topic in international conferences and forums.

**Sherry E. Sullivan** earned her PhD from the Ohio State University, USA, and is a Fellow of the Southern Management Association. She has published in peer-reviewed journals including the *Journal of Applied Psychology, Journal of Management, Journal of International Business Studies, Group and Organization Management* and *Career Development International*. She is the co-author of *The Opt-Out Revolt: Why People are Leaving Companies to Create Kaleidoscope Careers* (with L.A. Mainiero, Davis-Black Publishing) and an editor of the book *Winning Reviews: A Guide for Evaluating Scholarly Writing* (with Y. Baruch and H. Schepmyer, Palgrave). Sherry is a former chair of the Academy of Management’s (AOM) Career Division and a former board member of AOM’s Gender and Diversity in Organizations Division. She has been honored with the Southwest Academy of Management’s Distinguished Educator Award and was named an Oxford Journal Distinguished Research Professor.

**Jawad Syed**, PhD, Academic FCIPD, is Dean and Professor of Organisational Behaviour, Suleman, Dawood School of Business, Lahore University of Management Sciences, Pakistan. His main research interests include gender, race and diversity in organizations, international human resource management, business ethics and organizational knowledge.

**Shirley Anne Tate** is Associate Professor in Race and Culture in the Centre for Ethnicity and Racism Studies, School of Sociology and Social Policy at the University of Leeds, UK; Visiting Professor and Research Fellow in the Institute for Reconciliation and Social Justice, University of the Free State, South Africa; and Research Associate at Nelson Mandela University, South Africa. Her area of research is Black diaspora studies broadly, and her research interests are institutional racism, the body, affect, beauty, race performativity and Caribbean decolonial studies, while paying attention to the intersections of race and gender. She has written widely on these topics. Her monographs are: *Black Skins, Black Masks: Hybridity, Dialogism, Performativity* (2005), *Black Beauty:
Contributors  xxvii


Ahu Tatli is Professor of International Human Resource Management and the Director of the Centre for Research in Equality and Diversity in the School of Business and Management at Queen Mary University of London, UK. Her research explores intersectionality of disadvantage and privilege at work; inequality and discrimination in recruitment and employment; diversity management, agency and change in organizations. Ahu’s research made distinguished contributions to the advancement of knowledge on equality, diversity and inclusion at work both nationally and internationally, culminating in more than 100 journal and conference papers. She has been widely published in edited collections, practitioner and policy outlets, and international peer-reviewed journals such as Academy of Management Review, British Journal of Management, Canadian Journal of Administrative Sciences, European Journal of Industrial Relations, Entrepreneurship and Regional Development, Human Relations, Human Resource Management, International Business Review, International Journal of Human Resource Management and International Journal of Management Reviews. Her recent books include Global Diversity Management: An Evidence-Based Approach (2015, Palgrave) and Pierre Bourdieu, Organisation and Management (2015, Routledge).

Richie Thomas is a doctoral student in Special Education at the University of Oregon, USA. His career has focused on the design and implementation of career development strategies for transition-age youth in under-resourced communities and in relation to constructs of human difference-gender, class, disability designation, and so on. His experiences have lead him to conjecture that ecological system activities are a response to environmental, economic, and cultural trends and are therefore important in understanding the relationships between ecological health, economic well-being and civic participation. His current research focuses on the design and implementation of educational and career pathway innovation, inequity of opportunities in under-resourced communities, and the relation of research and practice.

Frances Tomlinson is a partially retired Senior Lecturer in the Guildhall School of Business and Law, London Metropolitan University, UK. Her interests lie at the intersection of organizing, difference and identity:
projects include studies of inter-organizational partnerships, equality and diversity practice in voluntary sector organizations; the employment trajectories of refugee women; and the self-employment trajectories of older women. Journals in which her work appears include Organization, Organization Studies and Gender, Work and Organization.

Royce Turner is a researcher at Huddersfield Business School, UK. His research has focused on economic modernization, and on examining and devising policies to enhance the labour market position of marginalized groups, including Muslim women in the UK. Royce Turner has acted as advisor to the Coalfields Regeneration Trust, and has provided consultancy and policy advice to numerous UK central government departments and agencies, including the Department for Work and Pensions, Jobcentre Plus, and the Learning and Skills Council; also to local authorities, various National Health Service (NHS) bodies, and major organizations in the voluntary and community sector, including Age UK. He is joint author of the Good Relations Measurement Framework, commissioned by the Equalities and Human Rights Commission.

Helen Woodruffe-Burton is Professor of Marketing and Director of the Business School at Edge Hill University, UK. Previously, she was Professor of Marketing at Newcastle Business School, UK and also worked at Lancaster University Management School, UK for ten years. Her academic career spans 27 years in higher education prior to which she worked in sales and marketing within the computing and financial services sectors. Her main area of research is marketing and consumer behaviour, and she has published many conference papers, articles in refereed journals and book chapters, as well as a book on Services Marketing (London: Pearson). Helen has also written a number of articles and book chapters in the area of gender, sexuality and identity in the wider field of management and employment, and has a particular interest in diversity and equality. Outside academia, Helen is active within her profession as a Chartered Marketer and a Liveryman of the Worshipful Company of Marketors, a City of London Livery Company.