Conference Programme

Wednesday 14 July, 2010
13.30-17.00  Registration
14.00-17.00  Professional Development Workshop
             Careers in equality, diversity and inclusion scholarship
             Writing for publication
14.00-17.00  Doctoral Colloquium
20.00  Welcome Dinner  (Pre booked only-see social program please)
       GLACIS BEISL [www.glacisbeisl.at]
       Geschäftsführung, Im MuseumsQuartier
       Breitegasse 4, 1070 Wien

Thursday 15 July, 2010
8.00-9.00  Registration
9.00-9.45  Welcome and Introduction
9.45-10.30  Keynote 1
10.30-10.45  Refreshment break
10.45-12.15  Parallel Session 1
12.15-13.15  Buffet lunch
13.15-14.00  Keynote II
14.00-15.30  Parallel Session 2
15.30-15.45  Refreshment Break
15.45-17.15  Parallel Session 3
17.15  Launch “Diversitas – Zeitschrift für Managing Diversity and Diversity Studies”
19.30  Conference Dinner – meeting point for  the coach service to the restaurant
       Vienna University of Economics and Business
       Main Building UZA1 Augasse, 2-6 1090 Vienna- Austria
       Dunkelbunt  [www.dunkel-bunt.at]
       Weißgerberlande 14, A-1030 Wien

Friday 16 July, 2010
9:30-10:15  Keynote III
10.15-10.30  Emerald Best Paper Award, EDI 2010
10:30-10:45  Refreshment break
10:45-12:15  Parallel session 4
12:15-13:15  Buffet lunch
13:15-14:45  Parallel Session 5
14.45-15.00  Refreshment Break
15.00-16.00  Plenary Talks –Chairs of stream to report back
16.30  Bus Tour and Farewell Dinner  (dinner location tbc during the conference,
before Friday- see social program please)
Wednesday 14 July, 2010

Professional Development Workshop

Workshop 1  Careers in equality, diversity and inclusion scholarship
H.2.22 (B)  14.00-15.25  Judith Pringle, AUT University, New Zealand
            Jawad Syed, University of Kent, United Kingdom

Workshop 1  Writing for Publication
H.2.22 (B)  15.35-17.00  Mustafa Özbekgin, University of East Anglia, United Kingdom
            Beverly Dawn Metcalfe, University of Manchester, United Kingdom

Doctoral Colloquium

H.5.46 (C)  Equality diversity and inclusion at work
14.00-17.00  Dorota Bourne, Queen Mary University London, United Kingdom
             Joana Vassilopoulou, University of East Anglia, United Kingdom

1) Managing ethnic diversity in Dutch organizations: Effects of policies, practices and processes on career of individual employees
   Carolin Ossenkop, Vrije Universiteit Amsterdam, Netherland
2) Entrepreneurship, culture mobility of knowledge workers in European ICT SMEs
   Kanellos-Panayiotis Nikolopoulos, Open Universiteit Amsterdam, Netherland
3) Board gender diversity and corporate social performance
   Ioanna Boulouta, University of Cambridge, United Kingdom
4) Professional and managerial black African women
   Diane Chilangwa Farmer, LSE Gender Institute, United Kingdom
5) Women business networks as change agents
   Florence Villesèche, University of Geneva, Switzerland
Keynotes

Keynote 1
Festivall Hall
Thursday 15
9.45-10.30
Lize Booyse, Professor for Organizational Behaviour and Leadership at Antioch University, USA

A Framework for Leading Across Difference: Strategies and Perspectives

This keynote address will share findings from a multi-year, ten-county research project examining leadership across difference, (LAD-project) steered by the Center for Creative Leadership, USA. A framework for leading in situations of social identity differences in organizations will be provided. Common triggers of social identity conflict in a variety of cultural contexts will be discussed, and organizational strategies and leadership roles dealing with these differences will be shared. Lastly, effective boundary spanning leadership and practices will be described.

Keynote 2
Festivall Hall
Thursday 15
13.15-14.00
Ewart Wooldridge CBE, Chief Executive, Leadership Foundation for Higher Education

Contribution of leadership to delivering Equality and Diversity in Higher Education

The session will relate the story of how the Leadership Foundation has embedded Equality and Diversity (E&D) into its work since it was founded six years ago. It beings together various processes associated with organisational culture change and the impact of different leadership styles. The role of effective senior leadership in this area is much more about embedding good practice in their universities and disseminating that, rather than promoting the cause from a public platform. Effective leadership in support of E&D is one that is distributed throughout the organisation as opposed to ‘top down’.

Keynote 3
Festivall Hall
Friday 16
9.30-10.15
Stella Nkomo, Professor for Human Ressource Management, University of Pretoria, South Africa

Diversity in the ‘New’ South Africa: Challenges to Transformation and Equality

In 1994, South Africa became a democratic nation that saw the official end of its racial segregation policy of apartheid. Since that time the government has embarked on an aggressive policy initiative to redress the injustices of the past and to achieve equality. This keynote address will share the results of a recent study of the diversity and transformation initiatives of organisations within South Africa. The results reveal the unique challenges of attaining equality in a context where the goal is social justice and equity for the majority instead of a minority.
Session Program

Session 1, Thursday 15, 2010 10.45-12.15

Stream 1
H.2.18 (A)

Talent and competencies development in a global economy: Challenges for contemporary leaders in the light of equality, diversity and inclusion at work

Convenor: Katerina Nicolopoulou, Dorota Bourne, Gozde Inal, Mine Karatas-Ozkan, Jose Pascal da Rocha
1) Integrating Talent Management and Diversity: What’s going on in the UK. Plenary Session
Dianah Worman, Chartered Institute of Personnel and Development, United Kingdom
Claire McCartney, Chartered Institute of Personnel and Development, United Kingdom
2) Participative Session facilitated by
Diana Worman, Chartered Institute of Personnel and Development, United Kingdom
Claire McCartney, Chartered Institute of Personnel and Development, United Kingdom

Stream 2
H.2.19 (A)

Sexual orientation, diversity and equality in organisations: Lesbian, gay, bisexual and heterosexual perspectives

Convenor: Fiona Colgan, Aidan McKearney
1) Identity, inclusion, lifestyle and career – a comparative study of lesbian, gay and bisexual people living and working in the United Kingdom and Republic of Ireland
Aidan McKearney, London Metropolitan Business School, London Metropolitan University, United Kingdom
2) Exploring how gay men manage their social identities in the workplace within the interaction order
Simon Roberts, Business School, Bournemouth University, United Kingdom
3) Evolution invisible identities: workplace experiences of parents in LGB-led families
Ron Orphir, School of Administrative Studies, York University, Canada

Stream 3
S.5.43 (A)

Diversity in the creative industries

Convenor: Valerie Caven, Kate Sang
1) Occupational stress in the UK architectural profession: Is hegemonic masculinity to blame?
Kate Sang, Norwich School of Business, United Kingdom
2) Women in architecture: the absence of equality, diversity and inclusion
Valerie Caven, Nottingham Business School, United Kingdom
3) Equality issues in higher education work placements in the creative industries
Gary Loke, Equality Challenge Unit, United Kingdom

Stream 6
S.5.46 (C)

Contemporary issues of equality, diversity and inclusion in French-speaking countries

Convenor: Alain Klarsfeld
Alain Klarsfeld, Toulouse Business School, France
Jacqueline Laufer, HEC-Paris, France
2) Republicanism and diversity: Meanings of diversity and diversity management in France
Jonna Louvrier, Hanken School of Economics, Finland
Stream 8  
Illuminating, eliminating, inequality regimes  
S.5.44 (B)  
Convenor: Judith K. Pringle, Irene Ryan, Candice Harris  
1) Illuminating, eliminating, inequality regimes: A contribution from Feminist Economics positive and negative freedom – A philosophical introduction  
   Stefan Kesting, AUT University, New Zealand  
2) Structuring others: Leadership and gendered functions  
   Jochen Geppert, Freie Universität Berlin, Germany  
3) Employees’ perception of gender inequality: Lessons from Finland  
   Violette Khoreva, Hanken School of Economics, Finland

Stream 10  
Diversities at work: a life course perspective  
S.5.47 (C)  
Convenor: Uracha Chatrakul Na Ayudhya, Suzan Lewis, Anne Humbert  
Theme: Work-life balance across the life course  
1) ‘Reconceptualising work-life balance: Acknowledging diversity within the life component’  
   Nocolina Kamenou, School of Management and Languages, Heriot-Watt University, United Kingdom  
2) Exploring graduates’ conceptualizations of ‘work-life balance’ through a life course lens  
   Uracha Chatrakul Na Ayudhya, Middlesex University Business School, United Kingdom  
   Suzan Lewis, Middlesex University Business School, United Kingdom

Stream 13  
Competences on leadership: Relational managing and leading  
S.5.48 (D)  
Convenor: Olivia Kyriakidou, Roswitha Hofmann, Heike Mensi-Klarbach, Dagmar Vinz, Katharina Schiedering, Zorlu Senyucel  
1) Exploring women’s unequal status in the HRM domain in the U.K and the U.S.  
   Deepika Faugoo, University of Mauritius, Mauritius  
2) Board gender diversity and corporate social performance  
   Ioanna Boulouts, Judge Business School, University of Cambridge, Great Britain  
3) Gender differences in workplace relational identity and identification (among leader and subordinate): the moderator effect of organizational context  
   Shora Moteabbed, ESSEC Business School, France  
4) Gender and diversity competence – a future criterion for the selection and development of managers  
   Sylvia Manchen Spörr, Zurich University of Applied Sciences, Switzerland

Stream 18  
Women, work and Globalization in developing and transitional societies  
S.5.45 (B)  
Convenor: Beverly Dawn Metcalfe, Chris J Rees, Aminu Mamman  
Theme: Women and development in Islamic states  
1) Women’s struggle for formal employment in Pakistan’s development sector  
   Julia Gruenenfelder, University of Zurich  
2) Women’s empowerment and development in the Middle East: Shaping economies, politics and culture.  
   Beverly Dawn Metcalfe, University of Manchester, United Kingdom  
   Aminu Mamman, University of Manchester, United Kingdom  
3) Managing the paradoxes: Workplaces behaviour of female behaviour in Pakistan  
   Noreen Saheer, Vienna University of Economics and Business, Austria  
   Marianna T. Richter, Vienna University of Technology, Austria
**Session 2, Thursday 15, 2010 14.00-15.30**

**Stream 1**

**H.2.18 (A)**

Talent and competencies development in a global economy: Challenges for contemporary leaders in the light of equality, diversity and inclusion at work  
*Convenor: Katerina Nicolopoulou, Dorota Bourne, Gozde Inal, Mine Karatas-Ozkan, Jase Pascal da Rocha*

1) Roles of competences in workforce diversity management  
Olca Sürgevil, Dokuz Eylül University, Turkey  
Evrim Mayaturk, Dokuz Eylül University, Turkey

2) Leadership style and work-life balance in the transitory economies: A case study  
Noreen Saher, Vienna University of Economics and Business, Austria

3) Negotiating career and salary: Gender differences in German management  
Martina Voigt, University of Applied Sciences Frankfurt, Germany

**Stream 2**

**H.2.19 (A)**

Sexual orientation, diversity and equality in organisations: Lesbian, gay, bisexual and heterosexual perspectives  
*Convenor: Fiona Colgan, Aidan McKearney*

1) Equality, diversity and sexual orientation at work: Moving towards a cross-strand approach in the UK?  
Fiona Colgan, London Metropolitan Business School, United Kingdom

2) Invisible subjects: Bisexual experiences of inequality, prejudice and discrimination at the workplace  
Gill Valentine, University of Leeds, United Kingdom  
Nichola Wood, University of Leeds, United Kingdom

3) Global extremes: Attitudes towards lesbian, gay and bisexual people  
Michelle Elizabeth Grimwood, Coventry University, United Kingdom

**Stream 3**

**S.5.43 (A)**

Diversity in the creative industries  
*Convenor: Valerie Caven, Kate Sang*

1) Analyzing the impact of cultural diversity on work group creativity and innovativeness: Development of a research model  
Matthias Kramer, Reutlingen University, Germany

2) Implementing diversity strategies: The challenges facing minority focused advertising agencies  
Vinita Ambwani, Carleton University, Canada

**Stream 6**

**S.5.46 (C)**

Contemporary issues of equality, diversity and inclusion in French-speaking countries  
*Convenor: Alain Klarsfeld*

1) Les femmes sur les conseils d’administration: Un bilan des connaissances  
*Women on supervisory boards: taking stock*  
Sylvie Saint-Onge, HEC-Montreal, Canada  
Michel Magnan, John Molson School of Business, University of Concordia, Canada

2) Une contribution théorique et méthodologique à la compréhension des conflits travail-famille-travail des conjonctes de militaires  
*A theoretical and methodological contribution to the understanding family-work-family conflicts among spouses of service persons in the French Military*  
Sophia Belghiti-Mahut, CREGOR, University of Montpellier-II, France

3) Gender and diversity: is a new model of HRM required? A review of HRM practices in the Alsace region of France
Stream 8
Illuminating, eliminating, inequality regimes
S.5.44 (B)  
Convenor: Judith K. Pringle, Irene Ryan, Candice Harris
1) Nostalgia for all hours training and othering in UK hospital medicine
   Maria Tsouroufli, University of East Anglia, United Kingdom
2) Upstairs (not downstairs) to privilege and inclusion
   Irene Ryan, AUT University, New Zealand
3) Christmas parties and other social events in organizations: A hotbed for the (re)production of inequality regimes
   Renate Ortlieb, University of Graz, Austria
   Barbara Sieben, Freie Universität Berlin, Deutschland

Stream 10
Diversities at work: a life course perspective
S.5.47. (C)  
Convenor: Urocha Chatrakul Na Ayudhya, Suzan Lewis, Anne Humbert
Theme: Biographies and narratives across the life course
1) “I should be so lucky”: Women returners’ narratives of transition between family and work
   Clem Herman, The Open University, United Kingdom
2) Life course approach and women’s way of knowing: A review and critique
   Mary Hartog, Middlesex University Business School, United Kingdom

Stream 11
Leadership in creating & sustaining diversity synergies
S.5.48. (D)  
Convenor: Lola-Peach Martins, Doirean Wilson
1) Developing and using implicit association tests for use in organizations
   Peter Jones, Shire Professional, United Kingdom
2) The strategic approach of creating diversity synergies at the international finance company
   Allianz SE
   Petra Köppel, Synergy Consult, Germany
   Veronica Schilling, Allianz SE,
3) The impact of diversity on global leadership performance
   Sylvana Storey, Manchester Business School, United Kingdom
4) A map of orienting leadership towards creating and sustaining diversity synergies
   Rossella Ricco, University of Milan, Italy

Stream 18
Women, work and globalization in developing and transitional societies
S.5.45 (B)  
Convenor: Beverly Dawn Metcalfe, Chris J Rees, Aminu Mamman
Theme: Globalization and Environment
1) Cultural diversity within TNC’s in China
   Yu Fu, Herriot Watt University, United Kingdom
   Nicolina Kamenou, Herriot Watt University, United Kingdom
2) Globalization and women’s employment in Turkey
   Gulbeye Yasar, Ankara University, Turkey
   Ece Ugurluoglu, Ankara University, Turkey
   Pinar Doganay, Ankara University, Turkey
3) Organization and citizenship behavior in global economy
   Aminu Mamman, University of Manchester, United Kingdom
4) Sudanese women in decision making: Time for a change
   Elizabeth Wilson, University of Manchester, Gender Consultant
Session 3, Thursday 15, 2010 15.45-17.15

Stream 7  Inclusion in higher education
H 2.19 (A)  Convenor: Haifa Takuri-Risk, Kenneth Grainger
1) Creating community: Promoting cultural democracy and inclusion in higher education
   Michelle Cromwell, Multicultural Village Inc, United States
2) Male office management learners in a non-traditional male environment – A Comparison
   Sumei Van Antwerp, Tshwane University of Technology, South Africa
   Edmund Ferreira, UNISA, South Africa
3) Students as parents: the changing demographics of the UK higher education
   Ellen Pugh, Equality Challenge Unit, United Kingdom

Stream 9  Equality, diversity, law and legal institutions
S. 5.44.(B)  Convenor: Jackie Jones, Todd Brower
1) Employers’ dress and appearance codes and unlawful sex discrimination
   Eileen Fry, Northumbria University School of Law, United Kingdom
2) What’s in the closet: Dress and appearance codes and lessons from sexual orientation
   Todd Brower, Western State University College of Law, USA
3) Trans Dressing in the Workplace
   Jackie Jones, Bristol Law School, United Kingdom

Stream 10  Diversities at work: a life course perspective
S.5.47. (C)  Convenor: Uracha Chatrakul Na Ayudhya, Suzan Lewis, Anne Humbert
Theme: Age and generation across life course
1) Age Management. Approaches to age diversity at the workplace
   Marcie Pitt-Catsouphes, Boston College, USA
   Melissa Brown, Boston College, USA
   Christina Matz-Costa, Boston College, USA
2) Managing gender and ethnic diversities in the workplace: A British South Asian inter-generational perspective
   Baljit Kaur Rana, Birmingham City University, United Kingdom
3) The diversity of older social entrepreneurs – A life course perspective
   Bianca Stumbitz, Middlesex University, United Kingdom
   Anne Laure Humert, Middlesex University, United Kingdom

Stream 14  The prodigy of gender and leadership in the contemporary business world: Theory, research and practice
H.2.18 (A)  Convenor: Astrid Podsiadlowski, Noreen Saheer, Zahid Mehmood, Huma Haque
1) Stories of success of Emirati women: An explorative study
   Katharina Chudzikowski, Vienna University of Economics and Business, Austria
   Isabek A. Claus, Institute for International Business, Austria
2) Women leaders and workplace conflict in Pakistan: Developing countries perspectives
   Noreen Saheer, Vienna University of Economics and Business, Austria
   Amanullah Khan, Riphah International University, Pakistan
   Najma Sadiq, University of Salzburg, Austria
Stream 15  Equality, diversity and industrial relations
S.5.43. (A)  Convenor: Susan Sayce, Josie Kinge
1) An exploration of the compatibility between partnership and community unionism in the UKs National Health Service
Josie Kinge, Norwich Business School, United Kingdom
Susan Sayce, Norwich Business School, United Kingdom
2) Socio-economic impact of each quality strand in the Eastern region, England UK (A practitioner perspective)
Adelina Chalmers, MENTER, Roumania
3) Organising migrant workers: Competing strategies and divergent outcomes
Steve French, Keele University, United Kingdom

Stream 17  Understanding careers of migrant elites
S.5.46 (C)  Convenor: Akram Al Ariss, Jawad Syed
1) Chinese migrant elites in Australia: A gendered pattern in (re)building their careers
Fang Lee Cooke, RMIT University, Australia
Jiaying Zhang, RMIT University, Australia
Ling Deng, RMIT University, Australia
2) Policies and its implications on career developments of Palestinian migrants in Jordan
Nur Koprulu, Cyprus International Univerity, Cyprus
3) A dyadic perspective in ethnic minority identity at work: workplace experiences of British-born muslims of Pakistani descent
Jawad Syed, Kent Business School, United Kingdom
Faiza Ali, Macquarie Graduate School of Management. Australia

Stream 18  Women, work and globalization in developing and transitional societies
S.5.45 (B)  Convenor: Beverly Dawn Metcalf, Chris J Rees, Aminu Mamman
Theme: Gender, ICT, Education and Development
1) The Sri-Lankan ICT sector: A woman’s place
Sharon Morgan, University of Manchester, United Kingdom
2) Occupational segregation in SECT: Indo British Comparison
Sunrita Dhar Battachargee, University of Salford, United Kingdom
Haifa Takruri-Rizk, University of Salford, United Kingdom

Session 4, Friday 16, 2010 10.45-12.15

Stream 4  Promoting diversity and ensuring equality at work: the role of the state
H.2.18 (A)  Convenor: Ian Roper, Anne Daguerre, Michael Müller-Carmen
1) I want my boomerang back? When rhetoric fails in retaining and sustaining the older worker
Tui McKeown and Michael Elbaz, Monash University, Australia
2) La vie an rose: Women and company boards
Susata Lourdes, IESE Business School, Spain
Maria Jesús Belizón, Kemmy Business School, Spain
Jose Ramon Pin, IESE Business School, Spain
3) Re-constructing age images in UK and Germany: Corporeate and socio-political actors’ rhetoric on age (management) discourses
Heike Pantelmann, Freie Universität Berlin, Germany
Matt Flynn, Middlesex University Business School, United Kingdom
Stream 5
Management, leadership and diversity
S.5.45. (B)
Convenor: Victoria Shonummi, Dayin Atewologun
1) Global perspective on diversity in nonprofit and civil society organizations
   Ronald Quincy, Rutgers- State University of New Jersey, USA
   Antoinette Y. Farmer, Rutgers- State University of New Jersey, USA
2) A discussion on global perspective for diversity and leadership performance
   Sylvana Storey, Manchester Business School, United Kingdom
3) Effects of the homophily principle on social capital development for ethnic minorities and
   women
   Florence Villescche, HEC, University of Geneva, Switzerland

Stream 7
Inclusion in higher education
H.2.19 (A)
Convenor: Haifa Takruri-Risk, Kenneth Grainger
1) The sociopolitics of access: Deaf students in Dutch higher education
   Ernest Thoutensoof, Rijksuniversiteit Groningen, Netherlands
   Beppie Van den Bogaerde, Utrecht University of Applied Sciences, Netherlands
2) Left to your own devices: Gender, independent learning and authenticity in UK medical
   education
   Maria Tsouroufli, University of East Anglia, United Kingdom
   Mustafa Ozbilgin, University of East Anglia, United Kingdom
   Merryn Smith, Bristol University, United Kingdom
3) Inclusive clinical education – Myth or reality?
   Karen Atkinson, RNIB, United Kingdom
   Owen Hutchinson, RNIB, United Kingdom

Stream 10
Diversities at work: a life course perspective
S.5.47. (C)
Convenor: Uracha Chattrakul Na Ayudhya, Suzan Lewis, Anne Humbert
Theme: Cross-cultural diversities across life course
1) An integrated process model of ethnic acculturation
   Lorraine S. Dyke, Sprott School of Business, Carleton University, Canada
   Vinita P. Ambwani, Sprott School of Business, Carleton University, Canada
2) The transition to parenthood in changing European contexts: a life course and biographical
   approach
   Julia Brannen, Institute of Education, United Kingdom,
   Suzan Lewis, Middlesex University, United Kingdom,
   Ann Nilsen, University of Bergen, Norway
   Janet Smithson, University of Exeter, United Kingdom

Stream 12
Leadership and the making of inclusion
S.5.43. (A)
Convenor: Johanna Hofbauer, Astrid Podsiadlowski
1) Diversity orders in organizations. A critical analysis based on structuration theory
   Renate Ortlieb, University of Graz, Austria
   Barbara Sieben, Freie Universität Berlin, Germany
2) Diversity of senior management at a multinational company
   Marijke von Lientz, Spidi Communicating, Austria

Stream 16
Diversity and inclusion among self-employed workers
S.5.44. (B)  

Convenor: Jean Gardiner, Steve Vincent, Robert Wapshott

1) Organizing an entrepreneurial career within knowledge based industries
Vincent Gardiner, Leeds University Business School, United Kingdom
Robert Wapshott, Bradford University School of Management, United Kingdom

2) Contractors – always from the outside looking in?
Tui McKeown, Monash University, Australia

3) Path into self-employment: exploring the dynamics of interlocking characteristics of age, gender and ethnicity for a group of older entrepreneurs
Kiran Kalsi, London Metropolitan University Business School, United Kingdom
Fiona Colgan, London Metropolitan University, United Kingdom
Frances Tomlinson, London Metropolitan University, Unted Kingdom
Hilary Farnworth, London Metropolitan Business School, United Kingdom
Ann Reynard, London Metropolitan Business School, United Kingdom

Stream 17  

Understanding careers of migrant elites  
S.5.46. (C)  

Convenor: Akram Al Ariss, Jawad Syed

1) Professional Black migrant women - post colonialism, ethnocentricity and patriarchy in career advancement
Cynthia Forson, University of Hertfordshire, United Kingdom

2) Moving from the status quo to greater diversity on corporate boards – a multi-theoretical approach
Coral Ingle, AUT University, New Zealand
Akram Al Ariss, Champagne School of Management, France

Session 5, Friday 16, 2010 13.15-14.45

Stream 4  

Promoting diversity and ensuring equality at work: the role of the state  
H.2.18 (A)  

Convenor: Ian Roper, Anne Daguerrre, Michael Müller-Carmen

1) Regulating equity and diversity in the Australian workplace: the role of the state and the split between gender-based and cultural diversity
Dimitra Grouitsis, University of Sydney, Australia
Lucy Taksa, Macquarie University, Australia

2) Fulfillment of equality between women and men principle in the Czech Republic
Eva Stichhauersova, Technical University of Liberec, Czech Republic

3) Promoting parental rights at work in the UK and Australia: a convergence of policy institutions or policy narratives
Ian Roper, Middlesex University Business School, United Kingdom
Marian Baird, University of Sydney, Australia

Stream 5  

Management, leadership and diversity  
S.5.45 (B)  

Convenor: Victoria Showunmi, Doyin Atewologun

1) Positive affect and prototypical leader characteristics: Increasing bias against racial minorities
Ashleigh Shelby Rosette, Duke University, United Kingdom

2) Exploring the concept of leadership and identity
Victoria Showunmi, Institute of Education, United Kingdom
Adedoyin Atewologun, Cranfield School of Management

3) The role of leadership behaviours in leading culturally diverse workplaces
Moudhi Alzoman, Portsmouth University, United Kingdom

Stream 7
Inclusion in higher education
H.2.19 (A)
Convenor: Haifa Takruri-Rizk, Kenneth Grainger
1) Equality Issues in higher education work placements in the creative industries
    Gary Loke, Equality Challenge Unit, United Kingdom
2) BME participation in UK SET: The need for better understanding
    Kate Booth, University of Salford, United Kingdom
    Haifa Takruri-Rizk, University of Salford, United Kingdom
    Salith Welamedege, Northumbria University, United Kingdom
    Kamel Mansi, Birmingham and Solihull Mental Health NHS Trust, United Kingdom
3) Cultural factors affecting women’s representation in the High Tech sector: Cross-cultural comparisons between Canada and Bangladesh
    Samina Saiffuddin, Carleton University, Canada
    Maria Rasoul, Carleton University, Canada
    Lorraine Dyke, Carleton University, Canada

Stream 12
Leadership and the making of inclusion
S.5.43 (A)
Convenor: Johanna Hofbauer, Astrid Podsadlowski
1) Language barriers and diversity management in an international NGO
    Marie-Theres Claes, Louvain Management School, Belgium
2) The development and validation of a work group diversity culture scale
    Lisa Nancarrow, Carleton University, Canada
    Lorraine Dyke, Carleton University, Canada
    Maria Rasoul, Carleton University, Canada

Stream 16
Diversity and inclusion among self-employed workers
S.5.44. (B)
Convenor: Jean Gardiner, Steve Vincent, Robert Wapshott
1) More bad than good for gender equality? Micro-finance institutions in Western Europe and incentives for women’s self-employment
    Emanuelle Desmedt, York Management School, United Kingdom
2) Women and entrepreneurship: analysis of a young university population
    Sánchez-Cañizares, University of Cordoba, Spain
    Fuentes-Garcia, University of Cordoba, Spain

Stream 17
Understanding careers of migrant elites
S.5.46 (C)
Convenor: Akram Al Ariss, Jawad Syed
1) Capital mobilization experiences of Turkish-Cypriots in Britain during small business ownership
    Gozde Inal, Cyprus International University, Cyprus
    Akram Al Ariss, Champagne School of Management, France
2) Medical elites: Migration, accreditation & integration of South African medical professionals in Australia
    Dimitria Grouitsis, University of Sydney, Australia
    Peter Arnold, Former Chairman of the Federal AMA and Deputy President of the NSW Medical Board, Australia
3) Balancing the profession and financial rewards: The case of expatriate professors
    Kevin Schoepf, Zayed University, United Arab Emirates
    Ingo Forstenlechner, United Arab Emirates University, United Arab Emirates