

CGO AFFILIATES

Yvonne W.M. Benschop, Ph.D.

CGO affiliate, Center for Gender in Organizations

y.benschop@fm.ru.nl

Dr. Yvonne Benschop is a CGO Affiliate at CGO and Professor of Organizational Behavior at Nijmegen School of Management, Radboud University Nijmegen. Her research interests involve gender and diversity in organizations, representation, power processes, organization culture and identity, feminist theory, critical management studies, gender mainstreaming and HRM. Publications on these subjects appeared in journals like Organization Studies, The International Journal of Human Resource Management, Gender, Work and Organization and the Journal of Organizational Change Management. She participated in and was in charge of various projects on gender mainstreaming in HRM commissioned by the Ministry of the Flemish Community in Belgium. Current research deals with the dynamics of diversity in HRM and the development of a self screening instrument for organizations concerning the opportunities and barriers for the promotion of women to management functions. Yvonne holds a Masters degree in Political Science and a Masters degree in Administration and Policy Sciences from the University of Nijmegen. She is affiliated with the Centre for Women Studies at the University of Nijmegen.

Gill Coleman, Ph.D.

CGO Affiliate, Center for Gender in Organizations

gill.coleman@new-academy.ac.uk

Gill Coleman joined CGO as CGO Affiliate in February 2000. Previously she collaborated with a team of CGO faculty working on a collaborative action research project with the Body Shop in England. Gill is a Senior Associate at the New Academy of Business, a nonprofit educational organization based in Bristol, England, which develops business education centered on social justice and environmental sustainability. As an educator with a particular interest in gender and action learning, Gill has substantial experience of working with mature students at the interface between theory and practice, and of using collaborative research methodologies. She has also conducted organizational development consultancies and worked with public and nonprofit organizations on gender equity and policy implementation issues, while serving as a member of faculty at Bristol University's School for Advanced Urban Studies. She was Director of Studies for the University's MBA in International Business from 1992-5. She is currently a visiting fellow of Bath University School of Management and Lancaster University School of Management.

Gelaye Debebe, Ph.D.

CGO Affiliate, Center for Gender in Organizations

gdebebe@gwu.edu

Gelaye Debebe is a CGO Affiliate at the Center for Gender in Organizations and Assistant Professor of Organizational Sciences at George Washington University. Her research interests include coordination across cultural and power differences, personal growth through relationships in the workplace, and narrative method. Her dissertation explored how coordination is achieved between the members of a culturally dissimilar and unequal inter-organizational relationship. She is co-author

of “Finding the Path to a Balanced Academic Life,” published in Rhythms of Academic Life, and a book chapter entitled “Gaining Access Through Good Graces” in Gaining Access to People and Organizations. Previously she was Program Coordinator at the Harvard Graduate School of Education. She was also Program Manager, Office of Continuing Studies, Project Director for Fulbright Teachers Exchange Program, and Program Coordinator at the Center for Professional Development at the American University. She holds a BS in Government and Politics from the University of Maryland and an MS in Human Resource Development from The American University. She earned a PhD in Organizational Behavior at the University of Michigan Business School.

Robin Ely, Ph.D.

CGO Affiliate, Center for Gender in Organizations

rely@hbs.edu

Robin Ely is a CGO Affiliate at CGO and Associate Professor of Organizational Behavior at the Harvard Business School. Her research investigates how organizations can better manage their race and gender relations while increasing their effectiveness. Her work focuses on organizational change, group dynamics, learning, conflict, power, and social identity. In addition, Robin is conducting research in a large financial services firm to investigate ways of increasing benefits derived from diverse teams in both high-tech and traditional business areas. Previously, Robin taught at Columbia University and at Harvard’s John F. Kennedy School of Government for seven years. Robin is currently working on a book on using analyses of gender relations in organizations toward individual and organizational transformation. She has published in numerous books and journals on these topics, and lectures both in the US and abroad to both academics and practitioners. She serves on the editorial boards of Administrative Science Quarterly, Academy of Management Journal, and Organization Science. She earned a PhD in Organizational Behavior from Yale University.

Erica Foldy , Ph.D.

CGO Affiliate, Center for Gender in Organizations

erica.foldy@nyu.edu

Erica Foldy is a CGO Affiliate and Assistant Professor at the Wagner School of Public Service at New York University. Her research interests include identity and diversity in organizations, organizational learning and reflective practice, the interaction of individual, organizational and social change, and nonprofit organizations. Her dissertation explored how organizations influence their employees’ race, class, and gender identities. Her work has been published in Journal of Applied Behavioral Science and the Handbook of Action Research, among other outlets. She is co-editor, with Robin Ely and Maureen Scully, of Reader in Gender, Work and Organization (Blackwell Publishing, 2003). Before returning to school, Erica was an activist for 15 years in the peace, women’s and labor movements. As an organizational consultant, she has worked with nonprofit organizations on strategic planning, training, organization development and fundraising. She has a BA from Harvard University and a PhD from Boston College.

Evangelina Holvino, Ed.D.
CGO Affiliate, Center for Gender in Organizations
evangelina.holvino@simmons.edu

Evangelina Holvino's research and writing focuses on the intersection of race and gender, and the situation of Hispanics in organizations. She is also president of Chaos Management Ltd., a consulting and research partnership specializing in collaborative group and organizational approaches to social change. Dr. Holvino has consulted to a wide range of for-profit organizations such as Lucent Technologies, Kraft Foods, Mobil, and Verizon, as well as many not-for-profit organizations in Southeast Asia, West Africa, Latin America, and the Caribbean. She consults on such topics as global diversity strategies; working with differences and conflict management; strategic planning processes and future search conferences; and developing group process and intervention skills for leaders and managers. Dr. Holvino has a doctorate in organizational development from the University of Massachusetts and has taught at the School for International Training, the University of Massachusetts, and at The American University/NTL Master's program in human resource management. She is currently a member and previously served on the board of directors of the Boston Center of the A.K. Rice Institute and the NTL Institute for Applied Behavioral Sciences. She is also a founding member of Madrinas: A Latina Leaders Network, principal investigator of the research project "Latinas at Work: Journeys to Leadership", and a member of the advisory boards of Working Mother Media's Best Companies for Women of Color and the Diversity Factor.

Jill R. Kickul, Ph.D.
CGO Affiliate, Center for Gender in Organizations
kickuljr@muohio.edu

Jill R. Kickul is a CGO Affiliate and is the Richard A. Forsythe Chair in Entrepreneurship in the Thomas C. Page Center for Entrepreneurship at Miami University (Ohio) and Professor in the Management Department in the Richard T. Farmer School of Business. Prior to joining the faculty of Miami University, she was the Elizabeth J. McCandless Professor of Entrepreneurship at the Simmons School of Management. She has taught courses on Entrepreneurship Strategy, Entrepreneurship and New Venture Management, Management of Fast-Growing Firms, Strategic Analysis for Competing Globally, and Management Strategy. She has also taught entrepreneurship internationally for the Helsinki School of Economics and for the International Bank of Asia (Hong Kong MBA Program), and she has delivered research seminars at the Stockholm School of Economics and the Jönköping International Business School.

Laura Morgan Roberts, Ph.D.
CGO Affiliate, Center for Gender in Organizations
lroberts@hbs.edu

Laura Morgan Roberts is a CGO Affiliate and is an Assistant Professor of Organizational Behavior at the Harvard Business School. Roberts has taught several courses in Organizational Behavior and Organizational Psychology, including: Managing for the Future, Group Behavior, and Research Methods. She currently teaches Leadership and Organizational Behavior (LEAD) in the first year curriculum at the Harvard Business School. She also teaches in executive leadership programs in the United States, Europe and Africa. Roberts examines the pathways by which individuals become

extraordinary within organizations. Her research identifies systems and practices that build competence, agency and purposeful connection in work organizations. She investigates how challenging and affirming social experiences enable people to discover their strengths, talents and organizational contributions. She also focuses on the self-presentation strategies that individuals employ to demonstrate their capability, establish credibility and develop high quality relationships with diverse constituents in a variety of professional settings, including: medicine, academia, journalism and financial services. Her work has been published in the Harvard Business Review, Academy of Management Review and the Journal of Organizational Behavior. Based on her research, Roberts conducts workshops and training sessions on authenticity, professional image construction, and cultural competence in diverse organizations. Roberts is a member of the Academy of Management, American Psychological Association, Society for Industrial and Organizational Psychology and Alpha Kappa Alpha Sorority, Incorporated.

Audrey J. Murrell

CGO Affiliate, Center for Gender in Organizations

amurrell@katz.pitt.edu

Audrey Murrell is a CGO Affiliate and is an Associate Professor of Business Administration, Psychology, Public and International Affairs at the University of Pittsburgh. She instructs courses in organizational behavior, men and women at work, careers in organizations, and workforce diversity. She has conducted research on the positive versus negative effects of career mobility and transition with a special emphasis placed on factors that can impact the careers of women in management, including sexual harassment, affirmative action, and workplace discrimination. This work has been published widely in management and psychology journals as well as book chapters and special issues. Popular media has also highlighted this work, including The Wall Street Journal, Pittsburgh Post-Gazette, Atlanta Journal and Constitution, Pittsburgh Business Times, Cleveland Plain Dealer, Black Enterprise, and Jet magazine. Audrey also serves as a consultant in the areas of mentoring, diversity, gender issues at work, sexual harassment, and workplace discrimination. This work involves public, private, and governmental organizations and includes numerous public forums and media appearances. She participated in a congressional briefing sponsored by Senator Arlen Specter (R-Pa) on the issue of affirmative action. Murrell is the author (along with Crosby and Ely) of the recent book *Mentoring Dilemmas: Developmental Relationships within Multicultural Organizations*. She was appointed to the Allegheny County Minority, Women and Disadvantaged Business Enterprise Certification Appeals Board. Murrell is the recent past-chair of the Gender & Diversity in Organizational Division of the Academy of Management Association.

Karen Proudford, Ph.D.

CGO Affiliate, Center for Gender in Organizations

kproud@morgan.edu

Karen Proudford is a CGO Affiliate at the Center for Gender in Organizations. Karen joined CGO as a Senior Research Fellow in 2000 and worked with CGO on its theme of “building alliances across differences.” She is also Associate Professor of Management at the Earl G. Graves School of Business and Management, Morgan State University, where she teaches courses in organizational

behavior, human resource management and related disciplines. Her research interests include group and intergroup dynamics, diversity and conflict. Karen has also written about the experiences of black female managers and about coalition-building efforts between white and black women. She is currently working on research that examines the conditions under which women rise to leadership positions in U.S. organizations. She is particularly interested in the social networks of female managers, with an emphasis on the risks and rewards of building relationships with influential others who differ by race, gender, culture and the like. Karen has consulted to public and private organizations. She has coached executives from around the world at Wharton Executive Education Center, concentrating on issues of leadership, organizational change, conflict resolution, and motivation. In addition, she has delivered lectures on the challenges of managing organizational development and growth to executives from South Africa and Slovakia. Karen received her B.S. degree in Accounting summa cum laude from Florida A&M University and her M.A. and Ph.D. degrees in Management from the Wharton School of the University of Pennsylvania. Prior to beginning her career in academia, she held positions at Honeywell, Inc. and IBM.

Maureen Scully, Ph.D.

CGO Affiliate, Center for Gender in Organizations

maureen.scully@umb.edu

Maureen Scully is CGO Affiliate at the Center for Gender in Organizations and Assistant Professor in Management at University of Massachusetts-Boston. She also serves as Research Associate for the Initiative for Social Innovation through Business (ISIB) at the Aspen Institute. Her research addresses how the ideal of meritocracy can make inequality in organizations appear as a legitimate outcome of a fair advancement contest. She also focuses on employee caucus groups and diversity in work organizations. Before coming to CGO, Maureen was on the faculty at the MIT Sloan School of Management and a Fellow in the Program on Ethics and the Professions at Harvard University. She has designed and taught courses on human resource management and organizational behavior. She has also consulted with joint labor/management teams to find collaborative pathways to participation, teamwork, and respect for workers across classes. She is the co-author of *Managing for the Future: Organizational Behavior and Processes* (Southwestern, 2nd edition, 1999). She is currently working on a book, *Luck, Pluck, or Merit? How Americans Make Sense of Inequality* (forthcoming). She earned her Ph.D. in Organizational Behavior from Stanford University.