

CGO Affiliates

Yvonne W.M. Benschop, Ph.D.

Gelaye Debebe, Ph.D

Robin Ely, Ph.D.

Erica Foldy , Ph.D.

Evangelina Holvino, Ed.D.

Jill R. Kickul, Ph.D.

Deborah Merrill-Sands, Ph.D.

Audrey J. Murrell, Ph.D.

Karen Proudford, Ph.D.

Laura Morgan Roberts, Ph.D.

Maureen Scully, Ph.D.

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 and Professor of Organizational Behavior at the Nijmegen School of Management, Radboud University Nijmegen. Her main inspirations are feminist organization theories and critical management studies. Her current research interests involve gender in networking and impression management, and the dynamics of gender and diversity change in organizations. Publications on these subjects appeared in journals like Organization Studies, Organization, Accounting, Organizations and Society, Human Relations, The International Journal of Human Resource Management, Gender, Work and Organization and the Journal of Organizational Change Management.

Yvonne is an associate editor for Organization and for Gender, Work and Organization, and is on the editorial boards of several other journals. She participated in and was in charge of various projects on gender mainstreaming in HRM, on gender practices in the recruitment and selection of top police officers, and on the ambition of part-timers. She is a regular speaker at business conferences on gender and diversity management, and is involved in consultancy projects in this area. Yvonne obtained her PhD in management science in 1996 from Radboud University Nijmegen and holds a Masters degree in Political Science and a Masters degree in Administration and Policy Sciences. She is affiliated with the Institute of Gender Studies at Radboud University Nijmegen.

Gelaye Debebe, Ph.D.

CGO Affiliate, Center for Gender in Organizations

gdebebe@gwu.edu

Gelaye Debebe is Assistant Professor of Organizational Sciences at the George Washington University and an Affiliate of the Center for Gender in Organizations at Simmons Graduate School of Management. She holds a BS in Government and Politics from the University of Maryland, an MS from the American University, and a Ph.D. in Organizational Behavior from the University of Michigan. Her research has examined issues related to learning in organizations in the context of women's leadership development and cross-cultural collaborations. Her published work has appeared in *Research in Organizational Behavior*, *International Journal of Intercultural Relations*, *Human Resources Development International*, *Issues in Intercultural Communication* and *Development in Practice*. She is also author of a forthcoming book entitled: *Three Transformative Pathways to Leadership Effectiveness for Women*.

Robin Ely, Ph.D.

CGO Affiliate, Center for Gender in Organizations

rely@hbs.edu

Robin Ely is Warren Alpert Professor of Business Administration at Harvard Business School. She investigates how organizations can better manage their race and gender relations while at the same time increasing their effectiveness. Her research in this area focuses on organizational change, group dynamics, learning, conflict, power, and social identity. Robin also teaches in Harvard's Executive Education programs, the IWF Leadership Foundation Fellow Program, and the Women's Leadership Forum.

Robin has published numerous articles on these topics in books and journals and lectures both in the US and abroad to academics and practitioners alike. She frequently consults to organizations in the public, private, and not-for-profit sectors on issues related to race, gender, and organizational change. She has taught courses in leadership, teams, group dynamics, power and influence, and statistics, with a special emphasis on race, ethnicity, and gender relations as relations of power. Most recently, she has studied men and masculinity on offshore oil platforms and investigated the effects of racial diversity on performance in retail banking. She is currently conducting a study of senior women's experiences of power and authority in professional service firms.

For the past several years, Robin has maintained an active faculty affiliation at the Center for Gender in Organizations, Simmons Graduate School of Management, in Boston. Prior to joining the faculty at Harvard Business School, Robin was at the School of International and Public Affairs, Columbia University, and at Harvard's Kennedy School of Government. She received her Ph.D. in Organizational

Behavior from Yale University, completed the doctoral coursework in Social Psychology at the University of Texas at Austin, and received her bachelors degree from Smith College. Robin is a member of the Academy of Management and an Associate Editor of *Administrative Science Quarterly*.

Erica Foldy , Ph.D.

CGO Affiliate, Center for Gender in Organizations

efoldy@gmail.com

Prof. Foldy is an Associate Professor of Public and Nonprofit Management at the Wagner Graduate School of Public Service at New York University. She is affiliated faculty with the Research Center for Leadership in Action, based at Wagner, and with the Center for Gender in Organizations at the Simmons School of Management in Boston.

Prof. Foldy's research addresses the question: What enables and inhibits working and learning together across potential divisions like race and gender? She is interested in how cognitive processes, like framing and sensemaking, affect our ability to connect with others, and how leaders act as "sensegivers" to affect their constituents' capacity for joint work.

Prof. Foldy has published articles in a variety of journals and edited volumes, including *Leadership Quarterly*, *Academy of Management Learning and Education*, and *Journal of Public Administration Research and Theory*. She also co-edited, with Robin Ely and Maureen Scully, the *Reader in Gender, Work and Organization*.

Prior to her Ph.D. program, Prof. Foldy worked for 15 years with non-profit organizations addressing foreign policy, women's rights, and occupational health and safety. She has consulted on strategic planning and organization development to a wide range of non-profit groups. She holds a BA from Harvard College and a PhD from Boston College. She was a Post Doctoral Fellow at Harvard Business School in 2002-03. During the 2007-08 academic year, she was a Visiting Scholar at the Russell Sage Foundation.

Evangelina Holvino, Ed.D.

CGO Affiliate, Center for Gender in Organizations

holvino@chaosmanagement.com

Evangelina Holvino is President of Chaos Management, Ltd., a consulting, training and research partnership specializing in collaborative approaches to organization and social change, and a CGO Faculty Affiliate. Evangelina has over thirty years of experience as a consultant and educator both in the United States and internationally. She designs and facilitates change interventions in five areas: 1) global diversity

strategies; 2) large group planning and problem solving meetings; 3) managing conflict and differences; 4) career and leadership development for women of color and Hispanics in organizations; and 5) training and consulting capacity building. Some of her past clients include Banco Popular de Puerto Rico, Verizon, TJX Companies, Lucent Technologies, J.P. Morgan Chase, Chiquita Brands, Kraft Foods, the University of Vermont Diversity and Equity Unit, the Carnegie Corporation, the Latino Institute, and the World Bank.

Dr. Holvino received her doctorate degree 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. Her current research and writing focus on the intersections of race, ethnicity, gender, and class. Combining both her practical experience and research knowledge, Dr. Holvino frequently speaks on topics such as: *Gender, culture and success: Latina managers leading the way; The what, why and how of diversity in organizations: A practical overview; Managing differences: Six skills for effective engagement in diverse workplaces; and Complicating gender: Women learning to work with their differences in organizations.*

Dr. Holvino is a 2005 recipient of the Anna Maria Arias award for Latina entrepreneurship. She is 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 currently serves on the advisory board of the Diversity Factor and the Diversity and Inclusion Advisory Council of Novartis.

Jill R. Kickul, Ph.D.

CGO Affiliate, Center for Gender in Organizations
jkickul@stern.nyu.edu

Jill R. Kickul is the Director of the Stewart Satter Program in Entrepreneurship in the Berkley Center for Entrepreneurship and Innovation at New York University Stern School of Business. In her faculty position, Professor Kickul teaches courses in both entrepreneurship and social entrepreneurship. Her primary research areas of interest include innovation and strategic processes within new ventures, micro-financing practices and wealth creation in transitioning economies, and more recently, social entrepreneurship. Professor Kickul is the author of *Entrepreneurship Strategy: Changing Patterns in New Venture Creation, Growth, and Reinvention* (Sage Publishing). Professor Kickul has published more than 70 publications in entrepreneurship and management journals. Before joining NYU, Dr. Kickul was the Richard A. Forsythe Chair in Entrepreneurship in the Thomas C. Page Center for Entrepreneurship at Miami University (Ohio) and a Professor in the Management Department in the Farmer School of Business. Prior to joining the Miami University faculty, she was the Elizabeth J. McCandless Professor in Entrepreneurship at the Simmons School of Management. She has also taught entrepreneurship

internationally for the Helsinki School of Economics and for the International Bank of Asia (Hong Kong MBA Program), and has delivered research seminars at the Stockholm School of Economics, the EM Lyon School of Business, the Aarhus Center for Organizational Renewal and Evolution (CORE, Denmark), and the Jönköping International Business School (Sweden). Her work on entrepreneurship education development and curriculum design (Simmons School of Management) has been nationally recognized and supported through the Coleman Foundation Entrepreneurship Excellence in Teaching Colleges Grant and was named by Fortune Small Business as one of the Top 10 Innovative Programs in Entrepreneurship Education. Dr. Kickul has held a number of leadership positions in various well-respected entrepreneurship and management associations. Dr. Kickul also participates on a number of boards/organizations, most notably the European Microfinance Network (EMN) and is an Affiliate of the Center for Gender and Organizations (CGO).

Deborah Merrill-Sands, Ph.D.

CGO Affiliate, Center for Gender in Organizations

dmsands@gmail.com

Deborah Merrill-Sands is an authority on women and leadership and gender dynamics in the workplace. More recently her work has focused on the areas of ethics, corporate responsibility, and sustainability. She is currently Dean of the Larry I. Lokey Graduate School of Business at Mills College.

Merrill-Sands, an expert on women's workforce issues, was Dean of the Simmons College School of Management in Boston for six years, where she led the School to achieve accreditation from the Association to Advance Collegiate Schools of Business (AACSB), integrated attention to corporate responsibility and sustainability, earned national rankings in areas central to its mission, and received national recognition for its executive development programs for women. She co-founded the Center for Gender in Organizations with CGO Distinguished Scholar Deborah Kolb. Prior to joining the Simmons School of Management, Merrill-Sands worked with the World Bank, the Ford Foundation, and the United Nations, working on increasing the role of women in science, and led international teams to address the livelihood of rural poor women and families in developing countries.

Merrill-Sands is the author of numerous monographs, journal articles, and book chapters, most focusing on diversity and gender issues in the workplace. She received her MA and PhD in applied anthropology from Cornell University, and her BA from Hampshire College. She has received numerous prestigious fellowships and grants from the Ford Foundation, Rockefeller Foundation, Fulbright Hays, and the Social Science Research Council.

Audrey J. Murrell

CGO Affiliate, Center for Gender in Organizations

amurrell@katz.pitt.edu

Audrey J. Murrell conducts research, teaching and consulting that helps organizations better utilize and engage their most important assets – their human and social capital. She is an Associate Professor of Business Administration, Psychology, Public and International Affairs at the University of Pittsburgh Katz/CBA School of Business and Director of the David Berg Center for Ethics and Leadership. Professor Murrell conducts research on mentoring, careers in organizations, workforce/supplier diversity, and social issues in management. Audrey has received numerous recognitions including the SBA Minority Business Advocate of the Year, University of Pittsburgh Student Choice Award, “Women of Distinction” award from the Girls Scouts of Southwestern Pennsylvania, Susan B. Anthony “Women of Vision” award from the Women’s Leadership Assembly, and the Chancellor’s Distinguished Public and Community Service Award from the University of Pittsburgh. Dr. Murrell is the author (along with Crosby and Ely) of the book entitled, *Mentoring Dilemmas: Developmental Relationships within Multicultural Organizations* published by McGraw-Hill, and the recently published book (along with Forte-Trummel and Bing) entitled, “*Intelligent Mentoring: How IBM Adds Value through People, Knowledge and Relationships*” published by Pearson Education Group.

Karen Proudford, Ph.D.

CGO Affiliate, Center for Gender in Organizations

kproudford@moac.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.

Laura Morgan Roberts, Ph.D.

CGO Affiliate, Center for Gender in Organizations

lauramorganroberts@gmail.com

Dr. Laura Morgan Roberts is an author, professor, researcher and organizational consultant. As Professor of Psychology, Culture and Organization Studies, she is a Core Faculty member of Antioch University's Ph.D. in Leadership and Change program. Dr. Roberts has also served on the faculties of the Harvard Business School, University of Michigan, Wharton School, Simmons School of Management and Georgia State University. She is also a faculty affiliate of the AVT Business School (Copenhagen, Denmark), the Center for Positive Organizational Scholarship (University of Michigan), and the Center for Gender in Organizations (Simmons School of Management). Dr. Roberts has earned accolades for her executive, MBA, and undergraduate business and psychology courses in leadership, organizational behavior, group dynamics, talent management, diversity and negotiations in the United States, Europe and Africa.

Dr. Roberts is an architect of personal and professional alignment, who helps leaders to unlock the pathways for constructing, sustaining and restoring positive identities at work. She has published her work on authenticity, identity, diversity, strengths, and value creation in her edited book, *Exploring Positive Identities and Organizations* (Roberts & Dutton, Eds.) and articles, book chapters, and case studies. She is also the co-founder and Principal of R-PAQ Solutions, LLC, an Atlanta-based research and consulting firm that brings strength-based practices to leaders who seek extraordinary performance and personal fulfillment.

A native of Gary, Indiana, Dr. Roberts earned her BA in Psychology with highest distinction and graduated Phi Beta Kappa from the University of Virginia. She then received her MA and Ph.D. in Organizational Psychology from the University of Michigan.

Maureen Scully, Ph.D.

CGO Affiliate, Center for Gender in Organizations

maureen.scully@umb.edu

Maureen Scully is a CGO Affiliate at the Center for Gender in Organizations and Associate 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.