Leadership Excellence and Gender in Organizations
Symposium Breakout Groups
March 28-30, 2016
Tentative as of 2/5/2016

Track 1: Gender and STEM (Room 111)

- One size may not fit all: Exploring the intersection of race and gender and effective role models in STEM companies by Evava S. Pietri, India R. Johnson, & Ezgi Ozgumus
- Contextual buffers to the negative effects of sexism on women in STEM by Laura Y. Kooiman, Katie Lawson, Cassie Aker, & Jenna Stroup
- The challenges female science faculty report to their socialization and advancement: A preliminary data analysis by Karen Rohbauck Stout
- Longitudinal career patterns of engineering doctorates by Joyce Main
- A critical feminist perspective on leadership excellence and gender by Carol Watson

Track 2: Supervisor-Subordinate Relationships (Room 115)

- Queen bees, mother hens, and king apes: A multi-source and cross-cultural examination of gender differences in supervisor-subordinate relations by Samantha C. Paustian-Underdahl, Eden B. King, Steven G. Rogelberg, Zoa Ordóñez, Ines Weichert, Rena Rasch, & William A. Gentry
- How important are informal work-family support? A meta-analytic path analysis of supervisor work-family support and employee outcomes by Lusi Wu, Rong Su, & Ellen Ernst Kossek
- An authenticity approach to role congruity theory, leader effectiveness, and team performance by Jasmien Khattab & Hannes Leroy
- Servant leadership: Fit and misfit effects on turnover and conflict. The moderating effect of the subordinate’s gender by Mireia Las Heras & María José Bosch
- Women’s leadership theory

Track 3: HR Practices and Gender (Room 117)

- Attraction to and availability of family-friendly benefits based on gender, income and parental status by Beth A. Livingston & Chelsea Vanderpool
- The RETAIN parental leave transition coaching model: A pilot study putting theory into practice by Amy Beacom, Sarah Cotton, & Allison M. Ellis
• On firms' willingness to pay for female top managerial talent: An analysis of wage spillovers in top management by Cristian L. Dezső, David Gaddis Ross, & Jose Uribe
• Women's leadership theory and Human Resource Development (HRD) theory
• The business case for women leaders: Meta-analysis, research critique, and path forward by Jenny Hoobler, Courtney Masterson, Stella Nkomo, & Eric Michel
• Gender differences in leadership interests across generations: A meta-analysis by Nicole Schulz & Rong Su

**Track 4: Gender in Higher Education (Room 119)**

• Succession planning in higher education by C. Ellen Washington
• Barriers to effective mentoring practices in academia: challenges to equitable faculty support in movement into senior ranks by Heather Metcalf & Lara dos Passos Coggin
• Leading change in higher education: Reflections on designing diversity and inclusion learning experiences by Patrice M. Buzzanell, Ziyu Long, & Dulcy M. Abraham
• Women in leadership: potential barriers that influence gender Differences in leadership self-efficacy by Aspen Janai Robinson, Enrica N. Ruggs, Yvette Huet, & Adriana Medina
• Empathic understanding and diversity management leadership: Facilitating greater gender diversity in European business schools by Robyn V. Remke & Lynn Roseberry

**Track 5: Leadership and Gender (Room 121)**

• Research development: Empowering women leaders in science and technology through alternative pathways by Alicia J. Knoedler & Rachel Dresbeck
• DiversityLeads Toronto and greater Montreal: a profile of women and visible minorities in senior leadership positions by Wendy Cukier, Darren Cyr, Mohamed Elmi
• A case study of intentional integration of the archetypical feminine in a leader development organization: Successes and challenges by Teresa J. Rothausen
• Authentic leadership and gender: Do organizational diversity and inclusion promote authentic leadership for all? by Valérie, C. Petit, Camille Pradies, Marieke Delanghe, & Sabrina Perugien
• Fix the game, not the dame: A context intervention for gender equity in leadership by Jamie Lee Gloor, Manuela C. Morf, & Uschi Backes-Gellner
• Women’s Talent Development

**Track 6: Women at the Top (Room 126)**
• A qualitative exploration of the leaky pipeline for women in law by Elizabeth M. Boyd & Erin Wolf
• Gender equity and rising inequality: You can’t get there from here by Kevin T. Leicht
• Who’s on top: Can gender differences in risk-taking lead to gendered hierarchies? by Susan R. Fisk
• The impact of qualifications and perceived riskiness on selection: Gendered implications for leadership by Chantal van Esch, Margaret Hopkins, Deborah O’Neil, & Diana Bilimoria
• Social media, gender inequality and the workplace by Valerie Stead, Carole Elliott, Belinda Blevins-Knabe, Emily Chan, Kathleen S. Grove, Maylon Hanold, & Amy E. Smith
• Gender in the workplace: The effects of social networks in cross-cutting project teams by Vernon A. Woodley

Track 7 Entrepreneurship and Leadership Identity (Room 127)

• Imposters or entrepreneurs? Entrepreneurial identity, imposter tendencies and the impact on entrepreneurial success by Jamie J. Ladge & Kimberly A. Eddleston
• “Paganpreneurs”: Demythologizing the gender gap in the “Cult of the Entrepreneur” by Mandy Wheadon & Nathalie Duval-Couetil
• Intersectionality on the path to leadership: The role of identity management in influencing hiring outcomes by Danielle D. King, Ann Marie Ryan, & Jennifer Wessel
• Examining women’s leadership identity development by Donna Chrobot-Mason, Lindsay Johnson, Jasmine Burno, Nathan Ball, & Larry Kinkopf
• Seeing herself as a leader: an examination of gender-leadership Frames in women’s leader identity development by Beth K. Humberd & Judith A. Clair

Track 8: Gender in Diverse Contexts (Room 238)

• Diversity in Context by Lisbeth Clausen
• The gendered and cultural realities of managing a global workforce: Implications for research and practice by Kaumudi Misra
• The influence of male-dominant culture, organizational environment, women’s experience on work-family conflict in South Korea by Sunyoung Park & Sung Jun Jo
• Evaluating leadership: Gender and subjective performance evaluations by Midshipman Darby Nelson, Captain David G. Smith, & Judith Rosenstein
- Women and Men Leading in Christian Nonprofits and Universities by Amy Reynolds