

Business Horizons Call for Papers
Advancing Women in Business Organizations: New Insights and Practices
Conference and Special Issue

Guest Editors:

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Overview:

In 2017, the Fortune 500 boasted the largest-ever percentage of female CEOs: 5.8%. Despite obtaining undergraduate and graduate degrees at higher rates than men, women continue to earn substantially less than their similarly situated male counterparts and are less likely to advance. The consensus among scholars and practitioners alike is that there is no “quick fix,” but instead a need for consistent, thoughtful research on women’s experiences in business that informs both theory and practice. Numerous theories have tried to explain the lack of women in the uppermost echelons of business, but to date no explanation has proved. Leaders, managers, and employers still have much to learn about how to advance women in business.

Business Horizons is calling for abstract proposals for papers to provide new insights addressing these persistent gaps and challenges related to advancing women in business. As a way to improve the quality of submissions, the editors encourage interested scholars to submit their abstract to the Leadership Excellence and Gender in Organizations Research to Practice Conference at Purdue University in March 2018 prior to the journal submission deadline to improve paper submissions.

Conference Information

Scholars interested in participating should submit an abstract (750 words) to the editors and conference organizers by November 1, 2017 to the conference website (<https://www.krannert.purdue.edu/events/leadership-excellence-and-gender/home.php>). Authors whose abstract proposals are accepted in December will be invited to develop their papers for the Leadership Excellence and Gender in Organizations Conference sponsored by the Krannert School of Management and the Susan Bulkeley Butler Center for Leadership Excellence at Purdue University and the Kelley School of Business at Indiana University and other sponsors.

The conference will be held in West Lafayette, Indiana near Indianapolis in March 2018. This conference will bring together scholars from multiple business disciplines and stakeholders from corporations with a goal of strengthening each individual paper submitted in terms of both theory development and practical implications for working managers. In addition to participating in paper presentation and author feedback sessions, attendees will be able to attend plenary research to practice panels featuring leading scholars and senior corporate leaders from companies such as Rolls Royce and Ernst & Young who are working on gender and women’s issues in business, as well as social events. Confirmed invited keynote speakers are Dr. Stacy Blake-Beard of Simmons College, Dr. Jennifer Berdahl, University of British Columbia, Dr. Shelley Correll, Stanford University, and Dr. Quinetta Roberson, Villanova University.

More information on housing and travel will be found on the conference website. Accepted participants must preregister by February 1 for a nominal fee to defray administrative costs. Meals and conference materials are provided during the conference, which is subsidized. As funds permit, we will provide partial scholarships for housing or other travel costs for doctoral students and international faculty.

Business Horizons Publication



Based on the editors' recommendations, conference feedback, and fit with the issue, a subset of authors will be asked to submit their papers to Business Horizons with the hope that most of these papers will be published in the special issue after successfully undergoing external referred review. The editors will also welcome submissions for the special issue from authors who do not attend the conference. However, authors are strongly encouraged to attend the conference as an opportunity to improve their work prior to journal submission. Submissions to the special issue will be accepted between April 1- May 1, 2018.

(<https://www.krannert.purdue.edu/events/leadership-excellence-and-gender/home.php>)

We invite research papers on advancing women in business organizations and relevant gender dynamics that offer fresh insights for managers today. Submissions should address topical and timely issues of relevance to a broad audience of business academicians and practitioners.

Specifically, we seek submissions on a broad range of topics that investigate but is not limited to:

- Career experiences of women in business
- The effect of organizational programs such as mentoring and affinity groups on women's career and personal outcomes
- Organizational experimentation with new ways of working to support gender inclusion
- Gender differences in perceptions of leadership, career satisfaction, and goal attainment, and relevant management and business practices
- Gender pay equity
- Women on corporate boards
- Managing gender across generations
- Best practices in recruiting and advancing women in traditional and digital age firms
- Women in STEM
- Female entrepreneurship
- Women in philanthropy: Implications for business and non-profits

- Women in the sharing economy
- Opting out or pushed out? Women and career dynamics
- Best practices for work/life and workload balance
- Gender differences in negotiation
- Women and business strategy
- Global and multicultural perspectives on women in business

We encourage conceptual, empirical, and theoretical submissions that investigate these phenomena in a variety of business contexts. Papers can be from any discipline as long as it addresses the special issue topic of advancing women in business and follows the research to practice format of Business Horizons. Successful submissions should identify and develop a problem or current issue related to the advancement of women from an organizational perspective and providing relevant solutions. Papers should go beyond description and provide prescriptive advice for managers and practical researchers solidly grounded in a scholarly foundation with appropriate citations. Authors are encouraged to review a recent issue of Business Horizons and publication guidelines (<https://www.elsevier.com/journals/business-horizons/0007-6813/guide-for-authors>) when developing their final papers.

For more information, or to discuss a submission, contact either of the guest editors (Carolyn Goerner, goerner@indiana.edu; Ellen Kossek, ekossek@purdue.edu).

Important Dates:

Abstracts to conference submission website: November 1, 2017
(<https://www.krannert.purdue.edu/events/leadership-excellence-and-gender/home.php>)

Reviews Returned/Conference Invitations Issued: December 15, 2017

Conference: March 22- 23 2018. The conference will begin at 8:30 a.m. on March 22 and end by 1:30 p.m. on the 24th. (Participants are will be invited to a pre-conference arrival reception and discussion panel in the late afternoon on March 21, 2018.) Participants are asked to attend both days.

Deadline for First Submission of Completed Manuscripts to the Journal: May 1, 2018
(<https://www.krannert.purdue.edu/events/leadership-excellence-and-gender/home.php>);
Submissions will be accepted only between April 1 and May 1, 2018.

Deadline for Final Revisions: July 2018

Expected Publication Date of the Special Issue Journal: Summer 2019.