**Leadership Excellence and Gender in Organizations Symposium Breakout Groups**

**March 28-30, 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 of 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 deffects on turnover and conflict. The moderating effect of the subordinate’s gender by Mireia Las Heras\* & María José Bosch

**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
* 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)**

* Wage Discrimination against homosexuals: The role of skills by Miguel Sarzosa
* 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\*
* Fix the game, not the dame: A context intervention for gender equity in leadership by Jamie Lee Gloor, Manuela C. Morf, & Uschi Backes-Gellner
* Gender equity and rising inequality: You can’t get there from here by Kevin T. Leicht

**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
* Who’s on top: Can gender differences in risk-taking lead to gendered hierarchies? by Susan R. Fisk
* The role 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 hierarchical organizational culture, organizational environment, and women’s experience on work-family enrichment in South Korea by Sunyoung Park & Sung Jun Jo
* Evaluating leadership: Gender and subjective performance evaluations by Midshipman Darby Nelson, David G. Smith, & Judith Rosenstein
* Women and Men Leading in Christian Nonprofits and Universities by Amy Reynolds

\* Facilitators