Strategic Interest 02 – Corporate Governance (COGO)

http://www.euram-online.org/annual-conference-2017.html.

Dear EURAM members and friends,
With our theme **"Managing Knowledge: Making Knowledge Work"**, we invite you to participate in debate about how we can use and develop our knowledge better so that solving problems and dealing with issues can become more effective. We look forward to receiving your submissions.

ST 02_03 Women on Boards

Proponents:

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Description:

Women Directors in Corporate Boards" – this is an issue that is gaining momentum in many European countries. Academic debate on the strategic importance of women corporate directors is widely recognized and still open. Norway had hold for some time sort of a leading role in the process of getting women onto boards. Indeed, in 2005, the Norwegian government passed a quota law requiring Norwegian public limited-liability companies to have at least 40% of each gender represented on their board of directors. Other countries as Germany, France, Italy, Netherlands and Spain have recently brought quota laws on the way.
We consider this the right time to get engaged into this debate as scholars and members of EURAM. In the U.S. and Scandinavia, especially Norway, several very important empirical studies have been conducted and published already.

From those, scholars in many other European countries have learnt and based their own research on. Currently, several research projects are running in Europe (as in France, Spain, U.K., Germany, the Netherlands) and some of the researchers involved have been presenting first results in our track on WoB at EURAM since 2012. We are strongly convinced that the ongoing research and newer approaches should be discussed in the coming EURAM conferences, thus providing an even broader arena for scholars from different countries and disciplines to share their ideas, concepts and results.

Our contribution could be to analyze antecedents, processes, dynamics and consequences/outcomes of the growing presence of women on boards on three levels:

- Individual level: Who are the women on boards? What resourses do they rely on? How are they recruited? (Singh and Vinnicombe, 2004; Heidenreich 2010; Fitzsimmons, 2014) What motivates, qualifies, or hinders them to become board members and to perform on boards? How do they deal with stereotypes and stereotype threat (Roberson & Kulik 2007)? Which strategies have they developed? What are the effects of their position as board-member on the individuals (well-being, further career, income, family life)?

- Organizational level: What are the characteristics of recruitment processes which focus on new board members from diverse back-grounds? What relevance has got the concept of "critical mass" (Torchia, Calabro & Huse 2011; Erkut, Kramer & Konrad, 2008)? Do women support women on boards and to which extent (Oehmichen, Rapp & Wolff 2010)? What is going on in the "black-box" of boards with different gender composition (? What governance practices and boardroom processes emanate from the presence of women on boards (Bilimoria 2008; Gabaldon et al, 2015)? How can a performance-supporting culture in diverse boards be conceptualized? Is "WoB" a business case (Nielsen & Huse, 2010 a + b, Hillmann, Shropshire & Cannella, 2007)?

- Societal level: What political strategies are appropriate in which societal settings (including cross-cultural perspectives, including the specific situation of developing countries)? What are the effects of quota-laws? In which general strategy are those imbedded? In which settings diversity on boards could be increased? What are the effects (see e.g. Seierstadt & Opsahl 2011) of this (as societal justice, gender equality, generating additional welfare, improved use of human capital, increased international competitiveness of the country or weakening of countries

with drain of women being recruited from other countries)? What effects have specific gender arrangements in different societies?

We welcome papers investigating one or several of the questions formulated above, specifically papers presenting a multi-level approach and cross-cultural research on women on boards. We are particularly interested in understanding the mechanisms of diverse boards from a multidisciplinary point of view, combining a variety of theoretical and methodological perspectives. We welcome papers investigating one or several of these topics, specifically a multi-level approach and/or cross-cultural research on women on boards. We are particularly interested in understanding the mechanisms of diverse boards from a multidisciplinary point of view, combining a variety of theoretical and methodological perspectives.

Publish:

- Corporate Governance: An International Journal
- European Management Journal
- British Journal of Management
- Journal of Business Ethics
- European Management Review

For more information:

Contact the proponents above mentioned.

Submission Deadline: 10 January 2017 (2 pm Belgian time)

Authors Guidelines and Submission Deadline:

As an author, it is crucial to follow the guidelines and formatting instructions to prepare and submit your paper in order to have it published in proceedings.

<div align="center">ONE PRESENTING AUTHOR PER PAPER SUBMISSION</div>

Each individual is limited to one personal appearance on the programme as a presenting author. This policy precludes acceptance of papers for more than one presentation. In other words, **an author can** *submit* **and** *present* **only one paper**. However, a presenter can always be a non-presenting co-author on additional papers.

Please read the instructions carefully prior to submitting:

1. Each paper can only be submitted to ONE track.
2. Submitted papers must NOT have been previously published and if under review, must NOT appear in print before EURAM 2017 Conference.
3. To facilitate the blind review process, remove ALL authors identifying information, including acknowledgements from the text, and document/file properties. (Any submissions with author information will be automatically DELETED; author information and acknowledgements are to be included in a SEPARATE document).
4. The entire paper (title page, abstract, main text, figures, tables, references, etc.) must be in ONE document created in PDF format.
5. The maximum length of the paper is 40 pages (including ALL tables, appendices and references). The paper format should follow the European Management Review Style Guide.
6. Use Times New Roman 12-pitch font, double spaced, and 1-inch (2.5 cm) margin all around.
7. Number all of the pages of the paper.
8. No changes in the paper title, abstract, authorship, track and actual paper can occur AFTER the submission deadline.
9. Check that the PDF File of your paper prints correctly and ensure that the file is virus-free. Submissions will be done on-line on the EURAM 2017 website (open as of 1 December 2016: see **http://www.euram-online.org/annual-conference-2017.html.**)
10. Only submissions in English shall be accepted for review.
11. In case of acceptance, the author or one of the co-authors should be available to present the paper at the conference. A presenting author can only present one paper at the conference.