



SIG 02 - COGO - Corporate Governance

With our theme **Exploring the Future of Management: Facts, Fashion and Fado**, we invite you to participate in the debate about how to explore the future of management. We look forward to receiving your submissions.

ST02_03 - Corporate Governance and Diversity

Proponents:

Patricia Gabaldon , IE Madrid, - Heike Mensi-Klarbach, WU Vienna - Sue Vinnicombe, Cranfield School of Management.

Short description:

The importance of diversity in upper-echelons has been discussed since Hambrick and Mason's (1984) work. A growing body of research concerns why upper-echelons are rather homogenous, with few studies addressing how diverse profiles in terms of gender, race, ethnicity can be enhanced. A parallel literature is concerned with different corporate governance regimes in various countries to increase the gender diversity on boards. We encourage submissions coming from different views (antecedents, processes, dynamics and consequences) of the presence of diversity in boards and TMTs, and from the individual, organizational or societal level, or with a multi-level approach and/or cross-cultural view.

Long description:

The importance of diversity in upper echelons has been discussed since Hambrick and Mason's (1984) seminal work on upper echelons, and is subsequently a major focus in extant scholarly work. This ever-growing body of research concerns why upper echelons are in fact rather homogenous, at least in terms of demographics (gender, age, ethnicity, ability), with only a few studies addressing how diverse profiles in terms of gender, race, ethnicity can be enhanced. A parallel literature is concerned with different corporate governance regimes in various countries, such as mandatory gender quotas versus voluntary commitments to increase the gender diversity on boards (see Seierstad, Gabaldon, and Mensi-Klarbach, 2017 and Terjesen and Sealy, 2016, for an overview).

To contribute to the ongoing rather broad discourse on diversity in upper echelons, we encourage submissions coming from different points of view such as the antecedents, processes, dynamics and consequences of the growing presence of diversity in boards and top management teams. These are to be understood from the individual, organizational or societal level, or with a multi-level approach and/or cross-cultural view. We are interested in



understanding the mechanisms of diverse boards and top management teams from a multidisciplinary point of view, combining theoretical and methodological perspectives.

We invite papers aiming at enhancing our understanding of the following themes at the level of individuals, boards, firms, industries, regions and countries (but not limited to):

- Diversity impact on board dynamics
- The role of diversity as moderator or mediator of board outcomes
- The business case for gender, race or ethnic diversity on boards
- Country experiences under specific affirmative actions for diversity on boards (gender quotas, gender targets,)

Keywords:

Corporate Governance

Diversity

Top Management Teams

Publication Outlet:

Corporate Governance; An International Review

European Management Review

Journal of Business Ethics

For more information contact:

Patricia Gabaldon , patricia.gabaldon@ie.edu

AUTHORS GUIDELINES

<http://www.euramonline.org/submissions-guidelines-2019/author-s-guidelines.html>