



Gender Issues and Worklife Balance Newsletter
Summer 2009 Edition

GIWB Section Newsletter, Summer 2009

Newsletter Editor: L. Murphy Smith



Letter from Incoming President 2009-10

How the world and our country have changed since our last meeting in Anaheim. I know I never would have imagined the events of the past year. In the Winter 2009 newsletter, John shared with you some thoughts on the ever-present gender pay gap. With the economy in turmoil and roles changing in society, now, more than ever, perhaps, we must continue to focus on Gender Issues and Worklife Balance

I invite you to join us in New York City, one of the most exciting cities in the world, for the AAA meeting. More specifically, please come reconnect with old friends and colleagues at the Gender Issues and Worklife Balance Section breakfast and business meeting scheduled for Tuesday, August 4, 2009, at 6:45 a.m. Come honor those who have been recognized with the KPMG awards and share your ideas for future research and other initiatives. I also encourage you to attend our papers/sessions/panels to see what others are doing in the research arena. We thank our annual meeting program coordinators, D'Arcy Becker and Peggy Dwyer, for their work on the GIWB component of the annual meeting program.

If you can't be with us, I do hope you will consider volunteering your service to the section. I invite your input on any and all issues to improve and expand our section in the coming year.

Best wishes.

~Ellen

Professor Ellen D. Cook, President-Elect
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Farewell Thoughts from Outgoing President 2008-09



I want to thank everyone, especially the officers of the Gender Issues and Worklife Balance Section who made this year's accomplishments happen. We have experienced significant macro changes and challenges in the economy, politics, workplace opportunities, retirement benefits and medical coverage. These changes have placed significant pressures on members of the profession to deal with challenges such as equal pay for equal work, increases in the cost of medical benefits, finding employment by recent graduates, dealing with family issues, and recruiting qualified faculty, among other issues.

During the year, I attempted to establish connections and relationships with the various professional societies and international, national, regional and large local firms with the concept of creating research opportunities with those firms interested in gender and work-life balance issues. Many of these organizations address these issues. I was informed that many of these organizations have already or currently have engaged (and paid) researchers to investigate issues deemed important to their practice or membership.

One can deduce three possible reasons for the lack of outreach to the accounting academic community by firms and professional organizations: 1) window shopping for results, 2) ignorance of the quality and quantity of work conducted by academic accountants, and/or 3) lack of faith or credibility in the results of research conducted by academic accountants. 1) Many firms and professional organizations may tend to engage researchers who will produce results that dovetail with the current vision and mission of the organization to minimize any costs of addressing the issues. 2) The American Accounting Association, in my opinion, does little, if anything to promote the research efforts of its members beyond what appears in the Accounting Review. 3) Most of the members of the American Accounting Association, our colleagues, have little if anything to say about the quality of the research conducted by many of us, unless that research is published in the Accounting Review, resulting in little or no referrals from our colleagues that have regular contact with these firms and organizations. It could be a combination of the above three items or other items I have overlooked.

Over the years, the research conducted, encouraged or endorsed by this section has been of the highest quality. I believe we have a challenge and an opportunity to become more involved with the profession as a whole to enhance the opportunities for investigating these issues.

I look forward to seeing you in New York, where we can continue these discussions.

Sincerely,

~John

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GIWB Annual Business Meeting at the AAA Annual Meeting

The American Accounting Association (AAA) Annual Meeting is scheduled for August 2-5, 2009 in New York City. The theme of the 2009 meeting is "Accounting at a Tipping Point." The importance of accounting for our global society has become increasingly apparent in recent years. However, this importance is juxtaposed against the shrinking of our academic community and the narrowing of the accounting research domain. Yet, forces are in place to revive and renew the accounting academic community. In our 2009 AAA meeting we will celebrate the significance of accounting around the globe and explore opportunities for renewal of the accounting academy. More information is available on the AAA website (<http://aaahq.org>).

2009 Annual Meeting Sessions on Gender Issues and Worklife Balance

Monday August 3, 2009 — 2:00 pm-3:30 pm

2.19. Gender Issues in the Accounting Profession
(NASBA Field of Study: Behavioral Ethics)
Moderator: Hubert Darnell Glover, Rede Inc.

Gender Differences in Accounting Decision-Making: Evidence from Accounting Conservatism
Bill Francis , Rensselaer Polytechnic Institute; Iftekhar Hasan , Rensselaer Polytechnic Institute;
Jong Chool Park, Rensselaer Polytechnic Institute; Qiang Wu, Rensselaer Polytechnic Institute;
Discussant: Mary Hilston Keener, University of Tampa

Pathways to Leadership: Board Independence, Diversity, and the Emerging Pipeline in the U.S.
of Women Directors
Hugh Colaco, Simmons College; Paul Myers, Simmons College; Mindell Reiss Nitkin, Simmons
College;
Discussant: Peggy Dwyer, University of Central Florida

Sexual Harassment in Public Accounting: Anecdotal Evidence from the Profession
Gerald J Miller, The College of New Jersey; Brian B Stanko, Loyola University-Chicago; Ellen
L. Landgraf, Loyola University-Chicago;
Discussant: Deborah L. Seifert, Illinois State University

Tuesday August 4, 2009 — 10:15 am-11:45 am

4.23. Success Factors for Women Leaders
(NASBA Field of Study: Personnel/HR)
Moderator: Susanne O'Callaghan, Pace University - Lubin School of Business

Panelists:

Benedetta Dimaggio, Director at Deloitte & Touche

Linda H. Ianieri, Partner - PricewaterhouseCoopers LLP

Rebecca M. Mason, Principal of Caran Properties Realty, LLC and Executive Director

Stacey Schell , Audit Principal - Rothstein Kass

Karen Stuckey, Partner in the Investment Management and Real Estate Sector of PricewaterhouseCoopers LLC

Wednesday August 5, 2009 — 10:15 am-11:45 am

7.26. Progress in Empowerment

(NASBA Field of Study: Specialized Knowledge and Applications)

Moderator: Jan L. Williams, University of Baltimore

"Sexual Harassment in the Accounting Profession: Has the Situation Improved?"

Jane O Baldwin, Baylor University; Charles W Stanley, Baylor University;

Discussant: To Be Announced

Empowerment and Microcredit in Bangladesh: Critical Observations and Research Suggestions

Nahid Aslanbeigui, Monmouth University; Guy Oakes, Monmouth University; Nancy Uddin, Monmouth University;

Discussant: Dr Shailaja S. Aralelimath

Nominations of GIWB Officers to Serve in 2009-10:

The incoming President for 2009-10 is Professor Ellen D. Cook, who was President-Elect in 2008-09. Current officers are listed on the GIWB website (<http://aaahq.org/GIWB/officers.html>).

In the prior newsletter (Winter 2009) officer nominations were solicited. The following are nominations for the GIWB Section's four elected officer positions to serve in 2009-10:

President-Elect	Don Ariail, Southern Polytechnic State University (Georgia)
VP Practice	Hema Rao, SUNY-Oswego
VP Research	Fred Feucht, Prairie View A&M University
Secretary-Treasurer	Liz Mulig, University of Houston at Victoria - Sugarland Campus

Other officers are appointed, such as regional coordinator positions. The function of regional coordinators is to ensure reviews of GIWB papers submitted to regional meetings. All officers' duties are described on the GIWB website in the Bylaws section

(<http://aaahq.org/GIWB/bylaws.html>). If you have an interest in serving in any officer position, elected or appointed, please contact incoming 2009-10 President Ellen Cook.

Research News:

Gregory, Abigail and Susan Milner. 2009. Trade Unions and Work-Life Balance: Changing Times in France and the UK?. *British Journal of Industrial Relations*, Vol. 47, Issue 1 (March): 122-146. Available at SSRN: <http://ssrn.com/abstract=1375853>.

Abstract: The mixed empirical findings to date have indicated that some, but not all, unions in industrialized countries are actively involved in campaigning and bargaining around worklife balance (WLB) issues, as part of a modernization agenda linked to feminization and to positive flexibility. This article seeks to identify factors that might encourage or inhibit trade unions from involvement in WLB issues, within a cross-national comparative perspective focusing on two countries (France and the UK) that have contrasting working time regimes and approaches to WLB. It draws on original research carried out in two sectors insurance and social work in these two countries. The article links the emergence of union WLB programmes and bargaining agendas to gender-equality concerns within the union and to the gender composition of the sector, as well as to the working time regime, including the mode of action, partnership being a significant corollary of WLB campaigning in the UK. We find support for the modernization thesis in the UK, particularly in the public sector, but within severe constraints defined by employer initiative.

Teaching News:

Great Ideas for Teaching Accounting -- South-Western College Publishing has created the Great Ideas for Teaching accounting site (<http://www.swlearning.com/accounting/car/gita.html>) to allow accounting professors the opportunity to share their teaching techniques. The teaching tips contributed by various accounting professors are categorized into a table of contents similar to that of an introductory accounting textbook. The site also provides tips on classroom management, communication skills and teamwork development. Visitors can use a form at the site to submit their own teaching ideas.

GIWB Section Awards:

The Gender Issues and Work-Life Balance Section (GIWB) of the American Accounting Association will present four awards at the GIWB annual business meeting at the AAA meeting in New York City, Tuesday, August 4, 2009, at 6:45 a.m.:

1. KPMG Best Paper Award: Awarded each year to the best paper presented in the Gender Issues and Work-Life Balance sessions at the Annual Meeting.
2. KPMG Outstanding Dissertation Award: Awarded each year to the outstanding dissertation regarding gender issues and work-life balance.
3. KPMG Outstanding Published Manuscript Award: Awarded each year to the outstanding published manuscript regarding gender issues and work-life balance.

4. KPMG Mentoring Award: Awarded each year to a special mentor (female or male) who has affected the lives of women in accounting.

The KPMG Best Paper Award is selected from the GIWB papers presented at the annual meeting. The other three awards are selected from nominees received by March 1, 2009. Information about the awards and submission information is available on the GIWB website (<http://aaahq.org/GIWB/awards.html>) and the AAA website (<http://aaahq.org/awards/GenderIssuesAwards.htm>).

These awards have a significant impact on the work of accounting academic researchers regarding gender issues and work-life balance. The contributions of the KPMG Foundation to higher education and academic scholarship are sincerely appreciated.

Call for Papers:

CALL FOR PAPERS: The Allied Academies Call for the 2009 International Conference In Las Vegas, NV (<http://www.alliedacademies.org/Public/Conferences/2009VegasCall.aspx>)

The Allied Academies will hold its Fall 2009 international meeting in Las Vegas, Nevada. Presentation dates will be Wednesday October 14 through Friday October 16, 2009. Conference Submissions and registration materials are due by September 1. Base registration, on or before September 1, is \$300, late registration after that date will be \$350. To provide you with maximum outlets for your research, the Allied Academies will hold joint meetings of all its member academies:

Academy of Accounting and Financial Studies (AAFS)
Academy of Banking Studies (ABS)
Academy for Economics and Economic Education (AEEE)
Academy of Educational Leadership (AEL)
Academy of Entrepreneurship (AE)
Academy of Information and Management Sciences (AIMS)
Academy of Organizational Culture, Communications & Conflict (AOCCC)
Academy of Marketing Studies (AMS)
Academy of Strategic Management (ASM)
Academy of Legal, Ethical and Regulatory Issues (ALERI)
Academy for Studies in International Business (ASIB)
International Academy for Case Studies (IACS)
Academy of Health Care Management (AHCM)
Academy for Studies in Business (ASB)

All papers accepted for presentation at the Conference will be published in the appropriate Proceedings. The top papers submitted for award consideration will receive an award. In addition, the award winning papers, as determined by the referees, will be published in the appropriate Journal. We expect 25% of the papers submitted to the Conference to appear in the respective journals. Manuscripts which are not initially accepted for journal publication may be

revised and resubmitted for further consideration. This is a practice which we sincerely encourage. Direct submission to any Journal is invited at any time. For more information on direct submissions, go to the Submission Instructions page.

For those who can not attend physically but would still like to participate, there will be an Internet Division (which we offer at each conference). This will enable you to participate at your leisure during the two week period surrounding the conference. We look forward to your participation!

HOTEL INFORMATION: Allied Academies will be holding the conference at the Imperial Palace (Phone: 866-583-2608 - refer to group code SIAAFI9) located on the Las Vegas Strip. We have secured an excellent rate of \$90 for our participants. When contacting the conference hotel, be sure to tell them you are with the Allied Academies conference to ensure you get the discounted rate. Our room block will expire on September 21, so make your arrangements early. We look forward to seeing you there.

GIWB Website:

The GIWB website (<http://aaahq.org/GIWB/gis.html>) lists the objectives of our section, how to become a member, bylaws, officers, awards, and our newsletter. A big thanks goes to our webmaster, Dr. Arundhati Rao of Elizabethtown College (raoa@etown.edu).



Contact the Newsletter Editor:

Please send me items of interest for the next newsletter, including:

- Recent books or journal articles related to GIWB - whether you have published them or you have seen other people's work that you think our section members should know about.
- Conferences and calls for papers related to GIWB - make sure all regional or local events you may be involved with get good billing this way.
- This could include non-AAA events too (if directly relevant to section members' interests) - Have you been to an interesting meeting recently? Why not write a few paragraphs for us describing who presented what so we can all benefit in some way from events we couldn't attend?
- Personal accomplishments e.g. promotions or awards (don't be shy now!) Have you changed jobs recently? Let people know where you are now via the newsletter perhaps!
- New research projects started or updates on current ones you may be working on.
- PhD students - tell us what you are doing and what you are finding out - there may be people out there who can help you in all kinds of ways you hadn't thought about - ask! Perhaps you'd like to submit a short article for the newsletter.
- Other items related to GIWB e.g. comments or questions you'd like answers to or help with. Maybe someone out there has an answer that can help you with an issue you are facing? Ask!

Hoping to see you the Big Apple,

Murphy

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