

## A Scientific Perspective on Social Diversity

The Center on the Science of Diversity at Northwestern University seeks to bring together scholars who share a common interest in the challenges and opportunities associated with social diversity. It aims to foster novel and integrative thinking about how best to create and sustain socially diverse institutions, organizations and groups of all kinds.

During the 2008-09 academic year, we will be sponsoring a series of exciting public talks by leading diversity scholars. We cordially invite you to participate.

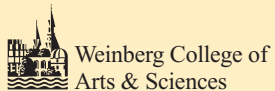
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[kellogg.northwestern.edu/research/csdiversity](http://kellogg.northwestern.edu/research/csdiversity)

Center on the Science of Diversity  
Northwestern University  
2029 Sheridan Road  
Evanston IL 60208-2710



# Distinguished Speaker Series

## Spring 2009

Promoting academic, managerial and educational research on the impact of diversity on society.



NORTHWESTERN  
UNIVERSITY



## Distinguished Speaker Series

The **Center on the Science of Diversity** is pleased to bring the following distinguished scholars to campus for a stimulating series of public talks. The speakers represent a broad spectrum of disciplinary specialties, and each will address topics concerning the impact of diversity on the lives of individuals and institutions. Scholars and students from diverse intellectual backgrounds are invited to join us for what is sure to be a very stimulating series of events. In each case, a reception for the speaker will follow.

**Wednesday, April 8, 2009**

4:00–5:00 pm

McCormick Tribune Center  
1870 Campus Drive, Evanston



**Robin Ely**

Warren Alpert Professor  
of Business Administration  
Harvard University

**“Unmasking Manly Men:  
The Organizational  
Reconstruction of  
Men’s Identity”**

Professor Robin Ely investigates how organizations can better manage their race and gender relations while at the same time increasing their effectiveness. Her research in this area focuses on organizational change, group dynamics, learning, conflict, power, and social identity. Her article published in *ASQ* in 2001 titled *Cultural Diversity at Work: The Moderating Effects of Work Group Perspectives on Diversity* won the coveted *ASQ* Award for Scholarly Contributions which awards the most significant paper published in the journal post five years. Professor Ely has published two books, *Reader in Gender, Work, and Organization* (Blackwell, 2003) and *Mentoring Dilemmas: Developmental Relationships in Multicultural Organizations* (Lawrence Erlbaum Associates, 1999). She is an affiliate of the Center for Gender in Organizations at Simmons Graduate School of Management and won the 2005 Sage Distinguished Scholarship Award from the Academy of Management for outstanding scholarly contributions to the field of gender and diversity in organizations.

**Wednesday, April 22, 2009**

4:00–5:00 pm

McCormick Tribune Center  
1870 Campus Drive, Evanston



**Frank Dobbin**

Professor of Sociology and  
Director of Graduate Studies  
Harvard University

**“You Can’t Make Me:  
Why Diversity  
Training Backfires”**

Professor Dobbin’s extensive research has focused on the study of organizations, economic behavior, and public policy. In one line of research Professor Dobbin is looking at how corporate human resource practices have affected the movement of women and African-Americans into management. His book, *Forging Industrial Policy: United States, Britain, and France in the Railway Age* (winner of the American Sociological Association’s 1996 Max Weber Award), traces nations’ modern industrial strategies to early differences in their political systems. In 2004 he published two seminal edited volumes *The New Economic Sociology: A Reader* and *The Sociology of the Economy*.

**Recent titles related to diversity:**

- *Diversity Management in Corporate America*
- *The Architecture of Inclusion: Evidence from Corporate Diversity Programs*
- *How to Stop Harassment: The Professional Construction of Legal Compliance in Organizations*

**Wednesday, May 13, 2009**

4:00–5:00 pm

McCormick Tribune Center  
1870 Campus Drive, Evanston



**Michael Dawson**

John D. MacArthur  
Professor of Political Science  
University of Chicago

**“From Katrina to Obama:  
The Black-White Divide in  
American Public Opinion”**

Professor Dawson’s research interests have included the development of quantitative models of African American political behavior, identity, and public opinion, the political effects of urban poverty, and African American political ideology. This work also includes delineating the differences in African American public opinion from those of white Americans. More recently he has combined his quantitative work with work in political theory. He is the author of two award winning books: *Behind the Mule: Race and Class in African-American Politics* (Princeton 1994) and *Black Visions: The Roots of Contemporary African-American Political Ideologies*. Dawson has also published numerous journal articles, book chapters and opinion pieces. He is founding co-editor of the journal *The Du Bois Review* (Cambridge University Press), as well as the founding director of the Center for the Study of Race, Politics and Culture at the University of Chicago.

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