



## Strategic Interest 02 – Corporate Governance (COGO)

<http://www.euram-online.org/annual-conference-2018.html>.

Dear EURAM members and friends,

With our theme **Research in Action**, 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.

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### COGO standing track ST02\_02: Corporate Governance and Diversity

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#### 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, etc.)

## Publishing Outlets:

### For more information:

Contact the proponents above mentioned.

## Submission Deadline: **10 January 2018 (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.

### **ONE PRESENTING AUTHOR PER PAPER SUBMISSION**

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 2018 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 2018 website (open as of 1 December 2017: see <http://www.euram-online.org/annual-conference-2018.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.