CONTENTS

VOLUME II

Acknowledgements vii

23 Will they stay or will they go? Sex-atypical work among token men who teach
ANDREW J. COGNARD-BLACK 1

24 EEO in senior management: women executives in Westpac
DOMINIQUE BECK AND ED DAVIS 33

25 How do anti-discrimination policies work? Initiatives in older and younger television companies in Denmark and the UK media
LISBETH R. EGSMOSE 49

26 Social organization and pathways of commitment: types of communal groups, rational choice theory, and the Kanter thesis
JOHN R. HALL 68

27 'Waking up the sleeping giant': change management, policy transfer and the search for collaboration
LORRAINE JOHNSTON 90

28 Mapping gender differences in scientific careers in social and bibliometric space
PAULA MÄHLCK 113

29 Gender, race, and the shadow structure: a study of informal networks and inequality in a work organization
GAIL M. MCGUIRE 136
30 Subjective vs. objective discrimination in government: adding to the picture of barriers to the advancement of women 158
   KATHERINE C. NAFF

31 Sexual harassment in the Federal workplace revisited: influences on sexual harassment by gender 180
   ROBERT A. JACKSON AND MEREDITH A. NEWMAN

32 Racial differences in access to hierarchal authority: an analysis of change over time, 1972–1994 206
   RYAN A. SMITH

33 The organization as a gendered entity: a response to Professor Schultz’s The Sanitized Workplace 241
   REBECCA K. LEE

34 Feminism at work 288
   AMY S. WHARTON

35 Women above the glass ceiling: perceptions on corporate mobility and strategies for success 304
   SALLY ANN DAVIES-NETZLEY