Impact of Diversity on Organization and Career Development

Claretha Hughes
University of Arkansas, USA

A volume in the Advances in Human Resources Management and Organizational Development (AHRMOD) Book Series
# Table of Contents

**Foreword** ................................................................. xiii

**Preface** ........................................................................ xv

**Acknowledgment** ............................................................ xxiii

## Section 1
**Intersection of Diversity, Organization, and Career Development**

**Chapter 1**
Integrating Diversity into Organization and Career Development: A Changing Perspective ..................1  
*Claretha Hughes, University of Arkansas, USA*

**Chapter 2**
A Paradigm Shift for Diversity Management: From Promoting Business Opportunity to Optimizing Lived Career Work Experiences ................................................................. 28  
*Marilyn Y. Byrd, University of Oklahoma, USA  
Claretha Hughes, University of Arkansas, USA*

**Chapter 3**
When Demographic and Personality Diversity are Both at Play: Effects on Team Performance and Implications for Diversity Management Practices ................................................................. 54  
*Mai P. Trinh, Case Western Reserve University, USA*

**Chapter 4**
Career Management and Human Resource Development of a Global, Diverse Workforce ......................... 80  
*Gyongyi Konyu-Fogel, Walsh College of Accountancy and Business Administration, USA*

**Chapter 5**
Genderized Workplace Lookism in the U.S. and Abroad: Implications for Organization and Career Development Professionals ................................................................. 105  
*Cynthia Howard Sims, Southern Illinois University – Carbondale, USA*
Section 2
Valuing Diversity, Organization, and Career Development

Chapter 6
Chaunda L. Scott, Oakland University, USA
Jeanetta D. Sims, University of Central Oklahoma, USA

Chapter 7
The Impact of Diversity on Career Transitions over the Life Course ............................................151
Jenell L. S. Wittmer, University of Toledo, USA
Cort W. Rudolph, Saint Louis University, USA

Chapter 8
Understanding the Impact of Inclusion in Disability Studies Education ........................................186
Charlotte L. V. Thoms, Rochester Institute of Technology, USA
Sharon L. Burton, National Graduate School of Quality Management, USA

Chapter 9
Women from Diverse Backgrounds in the Science, Technology, Engineering, and Math (STEM)
Professions: Retention and Career Development .................................................................214
Anna Duran, Avatar Research Institute, USA
Denise Lopez, Alliant International University, USA

Chapter 10
The Postmodern Approach to Career Counseling for Contemporary Organizations ......................252
Misha Chakraborty, Texas A&M University, USA
Jia Wang, Texas A&M University, USA

Chapter 11
Leveraging Diversity for Competitive Advantage ........................................................................275
Claretha Hughes, University of Arkansas, USA

Compilation of References ........................................................................................................299

About the Contributors .............................................................................................................337

Index .........................................................................................................................................341