CALL FOR PAPERS

Special Issue: Interpersonal Mistreatment of Women in the Workplace

Guest Editors: George B. Cunningham, Mindy Bergman, and Kathi N. Miner

Researchers have long-documented the overt interpersonal mistreatment (e.g., harassment, discrimination) women encounter in the workplace. This mistreatment can result in a myriad of consequences for women, such as disruptions in career aspirations and progression; declines in physical health, psychological well-being, and job satisfaction; and difficulties in women’s personal and family lives. These negative effects may be especially pronounced for minority women. Moreover, the blatant negative treatment of women in the workplace is in many ways institutionalized as inequitable organizational policies, a tolerance for sexist behavior, or taken-for-granted workplace norms and practices that negatively affect women.

Recently, researchers have begun to explore more covert forms of interpersonal mistreatment of women in the workplace. These researchers argue that because explicit forms of prejudice are socially unacceptable, women are more likely to face subtle forms of bias, such as incivility or microaggressions. Some have documented the outcomes of interpersonal mistreatment for women. Others have focused on identifying the personal, interpersonal, organizational, and societal causes and/or consequences of “under the radar” forms of mistreatment. Still others investigate the manner in which different identities intersect with gender to impact women’s experiences of surreptitious mistreatment at work.

The purpose of this special issue is to advance theory and research on the interpersonal mistreatment of women in the workplace. We specifically focus on the influence of various identities on forms of experienced mistreatment, such as selective incivility or gendered microaggressions, and the interpersonal nature (as opposed to economic) nature of mistreatment. We are interested in theoretical/position papers, quantitative investigations, and qualitative analyses addressing the psychological processes at play in the causes and consequences of mistreatment; the influence of key moderating variables at the individual, group, organizational, and community levels; the impact of covert mistreatment on women’s lives and the organizations in which they work; how different aspects of women’s identities intersect to influence their experience of mistreatment; and strategies to reduce the incidence of the low-level interpersonal mistreatment of women in the workplace, among others. Authors submitting qualitative investigations should consult the guidelines for publishing such work in the journal before doing so (http://www.springer.com/11199/).

Authors who plan to submit manuscripts are asked to do so by February 8, 2013. Manuscripts should be between 25 and 40 pages, double-spaced (including title page, abstract, tables, figures, and references).

All manuscripts should be prepared in accordance with the editorial guidelines of Sex Roles (http://www.springer.com/11199/) and should be submitted via the online submission site (http://www.editorialmanager.com/ers/). Please select the article type “Sp. Iss. – Interpersonal Mistreatment of Women in the Workplace” from the drop down menu, and indicate in the notes to the editorial office that the paper is to be considered as a contribution to the special issue “Interpersonal Mistreatment of Women in the Workplace.” All papers will be peer reviewed. For further inquiries, please contact George Cunningham (gbcunningham@tamu.edu).