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Senior Lecturer, School of Management

EDUCATION

<u>Degree</u>	<u>Institution</u>	<u>Date</u>
Ph.D	Queensland University of Technology	2003
Master of Business (Research)	Queensland University of Technology	1994
Bachelor of Business	Queensland University of Technology	1991

PUBLICATIONS

Books

Book Chapters

Refereed Journal Articles

French, E. 2005. The importance of strategic change in achieving equity in diversity: No one size fits all models. *Strategic Change*, 14 (1), 35-44.

French, E. & G. Maconachie. 2004. Managing Equity: Structure, Policy and Justice Influences. *Women in Management Review*. 19(2):98-108.

French, E. 2001. Approaches to Equity Management and their Relationship to Women in Management. *British Journal of Management*. 12(4): 267-285.

Lewis, D., E. French & T. Phetmany. 2000. Cross-Cultural Diversity, Leadership and Workplace Relations in Australia. *Asia Pacific Business Review*. 7(1): 105-124.

Lewis, D., E. French & P. Steane. 1997. Culture of Conflict. *Leadership and Organisational Development Journal*. 18(6): 275-282.

French, E. & B. Delahaye. 1996. Individual Change Transition – Moving in Circles Can be Good for You. *Leadership and Organisation Development Journal*. 17(7): 22-28

Conference Papers

French, E. (2005). Encouraging employment equity for women: Can 'diversity' programs make a difference. In M. Baird, R. Cooper & M. Westcott (Eds.), *Reworking work: Proceedings of the 19th Conference of the Association of Industrial Relations Academics of Australia and New Zealand*. Sydney: University of Sydney

French, E. 2005. Achieving equity in diversity: No 'one size fits all'. In M. Kalantzis & B. Cope (Eds.), *The Management Conference 2005: 5th International Conference on Knowledge, Culture and Change in Organisation*. Altona: Common Ground Publishing.

French, E. & G. Maconachie. 2003. Equity Management Strategies in the Australian Private Sector. *Surfing the Waves: Management Challenges; Management Solutions, Proceedings of the 17th ANZAM Conference*. Fremantle, Australia.

French, E. 2002. Equal or Different Treatment in Strategic Management of Inequity. *European Group of Organisational Studies Conference*, Barcelona.

French, E. & S. Ridge. 2001. Equal or Different? The Use of Equal Opportunity as a Strategy to Increase the Number of Women in Management. *Academy of Management Conference*, Washington.

French E., & S. Ridge. 2001. Strategic Equal Opportunity as a Means of Substantive Change in the Status of Women in Management. *Gender, Work and Organisation Conference*, Great Britain.

French E. 2000. Identifying Effective Strategies for Achieving Equity at Work for Women. *Employment Relations Conference Cardiff Business School*, Cardiff.

French, E. 2000. Equal Opportunity Approaches to Equity Management and Their Relationship to Women in Management. *British Academy of Management Conference*.

French E. 1999. Implementing Equal Employment Opportunity Through Identity Conscious or Identity Blind HR Strategies: The Effects on Women's Advancement in Management. *Academy of Management*, Chicago.

Lewis, D., E. French & T. Phetmany. 1999. Cross Cultural Diversity and Its Challenge for Leadership and Workplace Relations in Australia in the New Millennium. *Employment Research Unit Conference*. Cardiff, Wales.

French, E. & M. King. 1998. Utilising a Diversity Approach to Counter Sexual Harassment. *The Australian Sociology Association Conference*. Brisbane.

French, E. 1997. The Design and Implementation of Specialist Equity Training for Members of Equity Target Groups. *International Organisational Behaviour Teachers Conference*. Hong Kong.

French, E. 1996. Strategic Planning in a Non Profit Organisation – Valuing the Process. *Australia and New Zealand Third Sector Research Conference*. Wellington, New Zealand.

French, E. & S. Harding. 1996. Management Models for Implementing EEO in the Workplace – Strategy, Structures, No Simple Solutions. *Australian and New Zealand Academy of Management*. Wollongong University.

Lewis, D., E. French & P. Steane. 1996. Culture of Conflict. *Australia and New Zealand Third Sector Research Conference*. Wellington, New Zealand.

Lewis, D., E. French & P. Steane. 1996. Conflict as a Paralysing Agent in Organisational Culture. *Australia and New Zealand Academy of Management Conference*. Wollongong.

French, E. & B. Delahaye. 1994. Individual Change Transition. *ANZAM Conference*.

French, E. 1994. Understanding Workplace Discrimination – a Case Teaching Approach. *International Organisational Behaviour Teaching Conference*. Otago University, Dunedin.

Blackmur D., L. Sargent, M. Lewis & E. French. 1994. Reflections on a University Teaching Quality Improvement Program. *Australia New Zealand Academy of Management Conference*, Victoria University of Wellington, New Zealand.

Lewis D., P. Davidson, E. French L. Sargent. 1994. Managing Equity in a School of Management: Academics Self-Examine. *Australia New Zealand Academy of Management Conference*, Victoria University of Wellington, New Zealand.

Sargent L., E. French, M. Lewis & D. Blackmur. 1994. Coaching in Academia: Designing Effective Coaching Processes. *International Organisational Behavioural Teaching Conference*, Otago University, Dunedin.