

Zoller - Diversity Statement

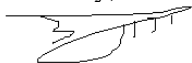
The importance of inclusion and affirmative practices in teaching, research, and service guide my professional and collegian relationships as well as my behavior as a human being. This is especially important in the field of management, which has been developed and practiced mainly in the Western world while mostly ignoring Eastern philosophies and practices and excluding non-dominant / minority groups. With regards to students, I have awareness that historically underrepresented and economically disadvantaged groups have confronted obstacles in accessing higher education. Such groups have been marginalized within and by the authorized knowledge in university settings. Such understanding is displayed in my research, teaching and service.

My home for 18 years in South Florida is well known to be a melting pot of cultures and 116 countries are represented in the student body at Nova Southeastern University (NSU), where I taught and complete my DBA studies. While teaching organizational courses at NSU, I have had the privilege to teach diverse students from the community, including international students and non-traditional students. In my time teaching at Lakeland University (WI) and University of Wisconsin-Milwaukee, I have been exposed to much less diversity than in FL, but I got to experience first-hand how it feels to find oneself outside the dominant culture. My teachings and research are conducted in a manner respectful to all cultural traditions and practices, gender identities, sexual orientations, age, and religious beliefs. In my classes, discussing the importance of diversity and practicing it de-facto in class is performed by creating diverse working groups that complete projects throughout the term as groups. In group exercises about leadership, for instance, students are guided to research and present female leaders, a phenomenon rarely covered by textbooks or traditional knowledge. Multiple additional topics covered in my classes including negotiation techniques, communication, and nationalism include deliberations on cultural differences where students' experiences are shared and discussed.

My awareness and appreciation of cross-cultural understanding continuously grows and takes a key part in my research. By evaluating cultural effects on cognitive processes in responding to rating scales, I argue in my dissertation that culture affects our cognition. Findings from this dissertation would be presented in the 2019 Annual meeting of the Academy of International Business (AIB), US Midwest conference in Chicago and won a distinguish research award. I discussed culture in a recent publication titled *Coming together after a tragedy: How the S.S. Eastland disaster of 1915 affected welfare capitalism and helped shape the Hawthorne Studies*. This paper won the 2020 Emerald's Literati Award as one of the highly commended papers published in the Journal of Management History in 2019. I argue in it that the cultural environment of workers at the Western Electric factory before the famous studies contributed to the advancement of the Hawthorne studies and the growth of welfare capitalism practices by the company. Culture has also been shown to be a factor in mentoring relationships as demonstrated in a paper I co-authored and presented at the Academy of Management's annual meeting in 2016. Specifically, mentorship relationships where the mentor and protégé came from different cultures experienced more disagreements than relationships where the mentor and protégé shared their cultural background.

As a child of European immigrants who emigrated to Israel as children, I was born and raised in Israel, a land blended with cultures. Being married to a Latina from Peru and working and living in the United States for the past twenty years have given me the opportunity to experience cultural diversity daily. Speaking multiple languages (Hebrew, English, Spanish, and some Portuguese) helps me appreciate the challenges faced by students who are simultaneously learning English while taking management classes. As a cultural competence individual, I often joke with friends that I work in English, live in Spanish, and dream in Hebrew. This have enriched my life in many ways.

Sincerely,



Yaron J. Zoller