

# ICF Conference Program

## Panel Discussion

### Professor Stella Nkomo

Dr Stella M Nkomo is Professor at the University of Pretoria, Business School. She has served on the Management at the University of South Africa's Graduate School of Business Leadership. She is former Chair of the Department of Management in the Belk College of Business Administration at the University of North Carolina at Charlotte where she taught in both MBA and management development programs. Dr Nkomo teaches in the field of human resource management, organisation behaviour, general management, diversity management and change management. She received her Ph.D from the University of Massachusetts, Amherst, an MBA from the University of Rhode Island and a BS from Bryant College.

A former Scholar-in-Residence at the Mary Ingraham Bunting Institute of Radcliffe College and Harvard University, she is the author of two books including, Applications in Human Resource Management: Cases, Exercises and Skill Builders and co-author of a research monograph prepared for the U.S. Department of Labour's Glass Ceiling Commission, Barriers to Work Place Advancement Experienced by African-Americans and the forthcoming book, Our Separate Ways: Black and White Women Managers and the Struggle for Professional Identity. Her internationally recognized work on race and gender in organizations, managing diversity, and strategic human resource planning appears in management journals including Academy of Management Review, Work and Occupations, Journal of Organization Behaviour, Journal of Organization Behaviour, Strategic Management Journal, Organization, and Long Range Planning.

She is the former Chair of the Women in Management Division of the Academy of Management, a member of the executive board of the Human Resource Management Division, and was recently elected to the Board of Governors of the Academy of Management.

Dr Nkomo is the recipient of many honors. She received a Richard D Irwin Fellowship, her doctoral research on strategic human resource planning. During her tenure at the University of North Carolina she received the Belk College of Business Research Excellence Award and the Bank of America Teaching Excellence Award. Dr Nkomo is a member of the Board of Governors of the Center for Creative Leadership, ranked by Business Week as offering one of the top executive leadership programs in the U.S. She is currently part of a team of international researchers examining effective leadership skills for managing diverse work teams and has taught Leadership in the USA and South Africa.