



Understanding and Managing Diversity (5th Edition)

By Carol Harvey, M. June Allard

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A diverse approach to understanding and managing diversity.

Understanding and Managing Diversity uses applications to clarify the complexity of a diverse workforce, and explains how it can be used as an organizational asset. This text also provides readers with a wide range of expertise—from the perspective of experienced interdisciplinary instructors (business, psychology, economics, theology, law, politics, history, etc.) to practitioners (diversity trainers, corporate managers, etc.).

This edition has been substantially updated to reflect the changing diversity issues in today's workplace—including 18 new and 15 revised articles/cases/exercises.

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Editorial Review

From the Author

Workforce diversity is a difficult subject to teach because so much is changing so rapidly. In the 5th edition, we have added new and current topics such as work-life balance, diversity awards, marketing to diverse consumers, communication, and diversity training. We encourage both students and instructors to contact us to tell us which articles are most useful to their learning and teaching.

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About the Author

Carol P. Harvey, Ed.D. has taught management classes at the undergraduate and graduate levels for thirty years. She has a doctorate from the University of MA, Amherst with a specialization in Organizational Behavior and an MBA and Certificate of Advanced Studies from Northeastern University. Formerly a manager with the Xerox Corporation, She is the co-recipient of the 2004 Rothlisberger Memorial Award from the Organizational Behavior Teaching Society for the article of the year from the Journal of Management Education and Sage Publications and the 2002 recipient of the Volunteer of the Year Award from the Center for Women in Enterprise.

M. June Allard, Ph.D. is a *Professor Emerita* from Worcester State University where she served as Chair of the Psychology and Social Sciences Department. She has a Ph.D. in Social Psychology with a specialization in cross-cultural research from Michigan State University. She was a senior scientist in the Research & Development industry in Washington, D.C. and has been the recipient of nine national fellowships. She is a recognized expert in program review and assessment and maintains a consulting practice designing and conducting program evaluations.

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