

Call for Papers

The aim of this conference is to advance knowledge about diversity by disseminating new research and best practices, and by encouraging the evolution of new ideas, themes, and questions. Karlsruhe International University is pleased to enrich the dialogue between academics and practitioners who often approach diversity from different perspectives. The conference adopts an international and interdisciplinary approach to address the theme in greater complexity.

„Re-thinking diversity“ in 2012 continues a series of conferences that reflect Karlsruhe's interpretive approach towards business administration, strategic management, and entrepreneurship, by introducing instruments of semiotics, linguistics, narratology, and others. The topic of the conference therefore is open to a bundle of scientific and industrial perspectives.

The conference will be dedicated to „Diversity“: In the growing dynamism of the globalized world, change in societies, markets and organizations is becoming more and more crucial. Not only from a competitive point of view is the recognition of diversity more valuable, the better its complexity is comprehended.

The management of diversity in organizations and in the society, e.g. in urban centers and its governance, has been of growing interest in the last decades. Changes in the demographic structures of the population, the migration flux, multiculturalism, the rising awareness concerning minorities' rights, gender studies, and so on, lead to a complex picture of what „diversity“ means. It is largely acknowledged that diversity is a rather complex phenomenon, which defies an easy definition. In many studies, nevertheless, the presumption that diversity can be described as a mono-causal matter remains unexpressed. We know, though, that a mono-causal view does not lead to an adequate analysis of diversity. Diversity can hardly be aligned along only one of the well-known variables like age, gender, nationality, etc. What diversity is, is closely linked to the constitution of social images, social constructions of reality. The perception of such kind of reality is manifesting in many different forms. Therefore, we need to develop new perspectives on the topic, making use of inter-disciplinary, pluri-methodical, and border-crossing approaches. The present Conference seeks for the synthesis among these approaches and asks researchers to contribute with border-crossing ideas.

The conference will be held in Karlsruhe, Germany, on Thursday 20th and Friday 21st September, 2012 with a post-conference and excursion day to the black forest on Saturday. The conference programme will include keynote speeches, paper sessions and panel discussion on Thursday and Friday to discuss and develop the theme.

The following keynote speakers will enrich the conference:

- Nikola Hale
- Juhani Ilmarinen
- Alexandra Kalev
- Alois Moosmüller
- Renate Ortlieb
- Vincent Roscigno

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RIGHTS CHANGES IDENTITY WORLD AGE NEW GOVERNANCE AWARE
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GLOBALIZED CATEGORIZATION BORDER-CROSSING
DEMOGRAPHIC PLURI-METHODICAL RECOGNITION COMPLEX NARRATIVE
URBAN MULTIPLE POPULATION PHENOMENON VARIABLES CULTURE
SEGREGATION COMPLEXITY DYNAMISM ORGANIZATIONS MARKETS
WORLD INTERE

Conference Organizer

The conference is organized by Karlshochschule International University and coordinated by Prof. Dr. Andreas Müller (amueller@karlshochschule.de) and Prof. Dr. Cordula Braedel (cbraedel@karlshochschule.de).

Topics

Both works-in-progress and full papers by researchers, doctoral candidates and practitioners are sought. We welcome theoretical and empirical contributions that address the general conference theme at different scales and contexts. Contributions will likely focus on one of the following sub-themes:

- Cultural diversity in organizations
- Ageing in a diverse workforce and society
- Diversity and urban governance
- Diversity and innovation

Three types of contributions are welcome:

1. Presentation

Presentations should not extend duration of 20 minutes. Lectures should be prepared to last no more than 45 minutes including discussion.

2. Poster

If you want to discuss your project, please send in a proposal for a poster. During the conference there will be a time slot for poster presentations.

3. Panel

We provide an opportunity to hand in suggestions for panels. A panel is meant to be an open space discussion or a debate about specific topics related to the conference's subject. Your abstract should include the topic of the panel, a short description of its objectives, the name of the panel chair and potential participants (at least three persons). Panels should not extend duration of 120 minutes.

Please send in an abstract (one page for presentations or posters, a more detailed description should be given in for a panel) to rethinkingdiversity@karlshochschule.de. **Submission of abstracts is possible until 30th April, 2012.** Please see the submission guidelines on the conference's website. The accepted abstracts (presentation, paper, panel) will be notified by 18th May, 2012.

Upon acceptance of their abstracts (presentation, poster, panel), authors will receive instructions regarding manuscript presentation. Papers should be approximately 3000-5000 words in length. In order to allow the editors to publish the conference proceedings without delay, the authors of accepted abstracts are kindly asked to submit by e-mail the final version of their manuscript no later than 31st October, 2012.

The deadline for conference presenters to register is 25th May, 2012. The conference languages are English and German. All keynote speeches will be held in English, other contributions can be in either language.

Registration Fees

Early Bird*: 95,- € (Corporate Rate) and 50,- € (Student Rate)

Regular: 120,- € (Corporate Rate) and 60,- € (Student Rate)

We are looking forward to seeing you in Karlsruhe for a pleasant conference.

Contact Details

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