



## Call for Papers and Reviewers for the 2019 AOM Meeting in Boston



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**W**e invite submissions falling within the scope of the CMS Division's [domain statement](#) for the scholarly program at the 2019 Academy of Management meeting in Boston.

The CMS Division provides a forum for sharing research that is critical of established mainstream management practice and the taken-for-granted socio-economic orders informing organizations and society at large, and that has the ambition to foster social change towards equality. Our premise is that structural features of contemporary societies encourage organizations – and those that lead and inhabit them – to dominate and exploit. Approaches to understanding and challenging these structures and dynamics draw on a wide range of critical theories including feminist, postcolonial, labor process, Marxist and post-Marxist, political, post-structuralist, postmodern, psychoanalytic, critical discourse analysis, as well as other approaches. Illustrative topics include control and resistance, discourse, identity and subjectivity; economic inequality; social change and social movements; capitalism and oppression; alternative economic and organizational forms; power elites; neoliberalism and organization; embodiment, affect and ethics;

global migrations, inequality and capitalism; ecology and capitalism; power, gender and diversity; and critical histories of management thought.

As critical management scholars, the theme of the 2019 meeting, [“Understanding the inclusive organization”](#) resonates with us deeply. The dynamics of exclusion and the possibility of alternative, inclusive modalities of organization and organizing have been from the very beginning at the very heart of our community, around issues of power, politics, diversity and inclusion, and voice and representation among many other dimensions. In considering the multifarious ways in which CMS scholars can engage with the 2019 AOM theme of inclusion, we invite questions such as the following, while remaining open to other possibilities:

- How can critical theories help gain understanding of the mechanisms of organizational inclusion and exclusion?
- What roles do intersecting socio-demographic identities play in the dynamics of individuals' and groups' exclusion from organizations and organizing processes, marginalization within organizations, modalities of control, and the reproduction of unequal power relations?

- What are the theoretical and political implications of the conceptual shifts from the notion of equal opportunities to diversity and today to inclusion? What geographic variations are there in these diversity debates and developments? What kinds of subject positions does the discourse of inclusion perform?
- How does power inform the notion of inclusion? How can critical theories help to politicize the notion of inclusion? How do we avoid the risk of unequal inclusion?
- On what conditions are workers included in transnational value chains and global capitalism?
- What do inclusive organizations and labor markets look like? How do policies fostering them look like?
- What can inclusion mean in increasingly fragmented organizations and precarious employment relations?
- How do established and emergent technologies foster inclusion or exclusion in organizations and work? Who gets to be included and excluded? What are other material practices of inclusion and exclusion?
- Which narratives of belonging are promoted by contemporary organizations, and how do they include some and exclude others? How do

neoliberal discourses of work, employment and entrepreneurship include or exclude specific subjects? How do past and current conservative, populist and xenophobic political discourses affect the organization of society and organizations' exclusionary practices?

- How is inclusion negotiated in organizations and by whom? How can inclusion and exclusion be mobilized to advance claims of recognition, redistribution, and representation?
- What are the affective modalities of inclusion and exclusion in organizations?
- How can exclusion be leveraged to foster radical forms of resistance? And conversely, how can inclusion be leveraged to foster collective alternatives?
- How are our own professional practices as scholars, teachers, activists, managers exclusive or inclusive? And perhaps more fundamentally:
- Should we, as critical scholars, strive for inclusion into capitalist organiza-

tions? If so, on which conditions?

All of the above, and much more, provide rich topics for critical inquiry.

Scholarly papers (theoretical and empirical) and symposium proposals that address the conference theme are particularly welcomed. Papers and symposium proposals not directly engaging with the conference theme are also invited, as long as they relate to the CMS domain and advance scholarship within the Academy. In addition, we encourage submissions that cross division and interest group boundaries to engage members from across the Academy; in particular, we encourage symposium proposals with multiple division co-sponsors.

If you would like to discuss a potential submission, especially for a symposium, **you are invited to email us (zanonibarrosCMS@gmail.com) before December 15, 2018 with your ideas.** The Submission System is now open, and the submission deadline is January 15, 2019 at 5:00pm ET (NY Time).

## **CALL FOR REVIEWERS: OUR COMMUNITY NEEDS YOU!**

The quality of our Division's scholarly program very much depends on your willingness to sign up to review the submissions to the CMS Division main program. Even if you are not intending to submit or attend, we encourage you to sign up as a reviewer and help us put together a great program!

Our strength as a community comes from as many members as possible participating as fully as possible to lighten the load for everyone. The Division recognizes the valuable role played by reviewers through its award for Best Developmental Reviewer. You can sign up now to review at <http://review.aom.org>. The review period is from 25 January 2019 to 14 February 2019.