



Critical Management Studies Division

Academy of Management

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Looking back and looking forward:

Looking back and looking forward: Insights from the Division's 5-year review

Banu Özkazanç-Pan, Division Co-Chair, University of Massachusetts at Boston

Paul Donnelly, Division Co-Chair, Dublin Institute of Technology

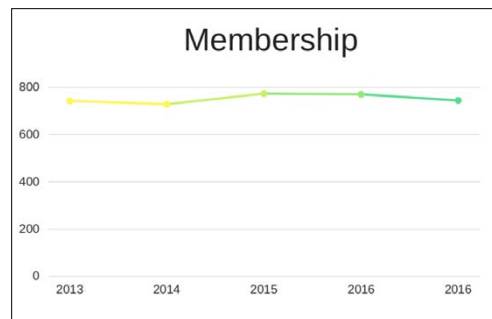
2018 marks the 20th anniversary of the CMS Workshops and the 10th anniversary of the move from a Special Interest Group to a full Division of the Academy of Management. As timing would have it, 2018 also brought with it a five-year review of the Division in accordance with Academy bylaws.

Drawing on the member survey — held in October/November, 2017, with a response rate of almost 30 per cent, which is ahead of the average of 27 per cent for divisions completing reviews this year— and data from the Academy covering the period 2013 to 2017, we are happy to report some of the highlights from the review, a full copy of which can be found on the Division website. It is worth noting at this point that the review report is now with the Academy's Division and Interest Group Relations Committee, which will communicate its feedback in due course, along with word as to the Division's renewal for another five years.

In the overall, we believe the Division has made good progress in addressing issues and delivering initiatives identified by our colleagues who prepared the Division's 2013 review. Indeed, the current review identifies many Division strengths, notes areas where we can develop further, and outlines our aspirations over the next five years.

All in all, membership numbers have remained relatively stable at around the 750-member mark over the past five

years, with International membership continuing to grow. That 85 per cent of members see the Division as their primary affiliation or identify with as much as their primary division, and that over 98 per cent would recommend a colleague join the Division, speaks to a healthy level of solidarity amongst members with the Division. By far the most important reason for belonging to the Division is to gain and share information relevant to research, with developing and maintaining social connections also quite important.

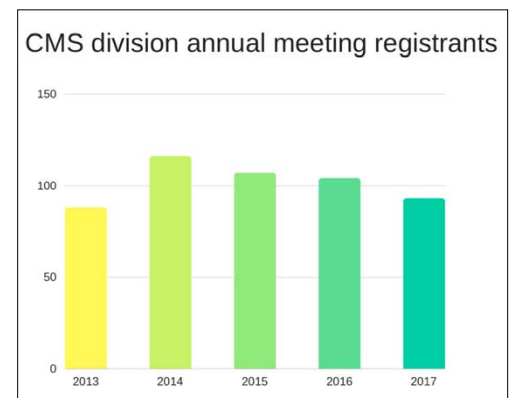


Had it not been for the political events of early 2017, it is quite likely that we would have seen overall membership numbers remain at least as high as they were in 2015 and 2016 — we welcomed 131 new members in 2017, the highest level of new members over the past five years, but we saw 157 members not renew, the highest level of member attrition over the past five years. While the Division is attracting new, we are also losing almost as many who do not renew their membership. Indeed, absent the impact of future political events, simply sustain-

ing our membership would see our community expand through welcoming new members looking for the sort of space we offer.

We see a relatively healthy level of participation in terms of voting in the Division elections and serving as reviewers of annual meeting submissions. Even though the number of members registering for the annual meeting has grown compared to five years ago, the Division is not attracting submissions at anywhere near the rate of the overall Academy. While it could well be that Division members are submitting their work to other divisions, we have work to do to encourage more submissions from our members.

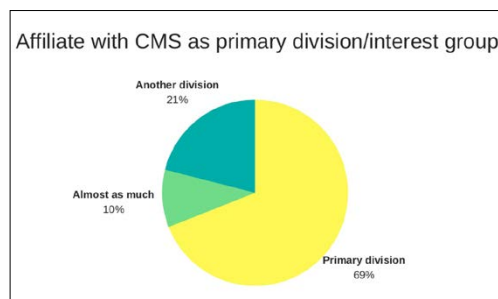
Notwithstanding the increase in annual meeting registrants compared to five years ago, there are cost and time considerations for our members, particularly our international members, in at-



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tending the annual meeting. Also, government policies and actions, such as the 2017 travel bans, materially impact participation in the annual meeting by the Division's international members who feel less welcome in the U.S. as a result.

As indicated in the 2017 survey,



members continue to identify strongly with the Division, with almost 80 per cent of members considering the Division either their primary affiliation (69 per cent) or one they identify with almost as much as their primary division (almost 10 per cent).

Looking into member satisfaction in somewhat more detail, respondents are largely satisfied across all categories surveyed, including fair and open elections, the sense of community within the Division, being welcoming of members from various demographic groups, reaching out to international members, responsiveness to member concerns, and the level of communication for the Division. When it comes to the Division's annual meeting program, satisfaction (at rates above 86 per cent) remains strong across all categories surveyed (PDWs, traditional paper sessions, discussion paper sessions, symposia, social and networking opportunities, plenaries, and overall access to participation in the program).

Looking to areas where we can improve or expand service to members, the two areas of greatest interest are external relations and communities of practice. Given the Division's domain, and continued concern about established management practices and the established social order, it is not surprising that members of the Division are interested in working with broader corporate, societal, and public policy issues.

With the member survey indicating the annual meeting is not the primary reason for belonging to the Division or the Academy for a sizeable number of respondents, there is plenty of scope to improve or expand service to members outside of the annual meeting. The arrival of Connect@AOM will support members to build communities of practice, along with allowing us build a repository for teaching, career and practitioner resources and affording us enhanced website functionality and the possibility to host online events.

While we do not want our mission to be driven by numbers, they nonetheless have an impact on our funding. As things stand, the Division receives funding from two sources: membership fees and sponsorships. As with all Academy divisions, the Division receives US\$11 for each member. No division receives funding from annual meeting fees paid by members; such fees go towards funding annual meeting costs.

In accordance with the Academy's funding formula, when membership is at or below 749 members, the Division receives an extra US\$1,000 from the Acad-

emy in recognition that there is a minimum operational cost that may not be fully covered through membership fees. When membership is at or above 750 members, the Division receives an extra US\$500 because the Academy presumes that larger membership generates more fees and a higher likelihood of additional fundraising opportunities. Thus, when membership numbers fall between 750 and 794 members, the Division actually receives less funding by way of membership fees than remaining at or below 749 members or reaching 795 members or above.

All told, with a much firmer grasp on the Division's finances, we have work to do to: (a) sustain and reinvigorate our membership such that, as best as possible, we do not lose members once they join the Division; (b) contain expenses such that, as best as possible, they do not rise above the level of membership fee income; and (c) generate sufficient external funding through the likes of sponsorship to cover any expenses above the level of membership fees and provide the Division with a reasonably healthy surplus from year to year.

This observation leads us into our aspirations moving forward, which reflect the thinking of the current Division Executive Committee and are not exhaustive. We aspire to:

- Sustain and reinvigorate our membership;

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- Build greater understanding of critical scholarship and teaching, allied with increasing visibility for the Division, within the Academy and beyond;
- Build community alongside the annual meeting;
- Provide opportunities for engaged critical research;
- Provide more support and engagement opportunities for doctoral students and early career scholars;
- Fund and operate the Division in a sustainable manner.

To help us in realizing the above, our intention is to translate our aspirations into practice through developing

pathways to guide us on our way, along with reviewing the roles of members of the Division's Executive Committee and engaging volunteers to ensure we can realize our aspirations. The success of our division is related to our collective efforts and we hope that these efforts will continue to grow in the coming years.

By way of closing, we are indebted to current and past officers of the Division Executive Committee for their time, energy and commitment in serving our members, and for the work they have done in building the Division to where it is today. We thank our active and engaged members, particularly the 199

who completed the membership survey. And, we are grateful to the staff at Academy of Management HQ, particularly Kerry Ignatz, for all their support throughout the review process.

We very much look forward to discussing the Division review — both the [report](#) and the Academy's Division and Interest Group Relations Committee response to same — with members when we gather in August in Chicago for the Academy's annual meeting. In the interim, we are happy to receive your thoughts on the review, particularly as concerns aspirations, and how to realize them, for the coming five years.

2018 Best Critical Doctoral Dissertation/Thesis Award

Mark Learmonth, Division Co-Chair Elect, Durham University UK

The Critical Management Studies (CMS) Division of the Academy of Management is inviting submissions for the Best Critical Doctoral Dissertation/Thesis Award, which is sponsored by the journal *Organization*.

Submitters must have completed a critical Ph.D. dissertation/thesis in the period 1st April 2017 to 31st March 2018 and successfully completed the formal examination process required to pass, including a viva voce and revisions, if applicable.

WHAT IS 'CRITICAL'?

The CMS Division serves as a forum within the Academy of Management for the expression of views critical of established management ideologies and practices, the taken-for-granted social or economic orders surrounding organization and business, and mainstream management theorizing/theories. Our premise is that structural features of contemporary society encourage organizations and their managers towards domination and exploitation. Driven by a shared desire to change this situation, we aim in our research, teaching, and practice to develop critical interpretations of management and society and to generate radical alternatives.

Sample topics include, but are not limited to: critical analyses of discourses of management and management development; critical assessments of emerging alternative forms of organization; critical epistemologies and methodologies; critical perspectives on business strategy;

critical perspectives on class, gender, and race; critical perspectives on globalization, entrepreneurship, technological innovation, e-working, management consulting practices; critical perspectives on the profit-imperative and the natural environment; critical theories of identity, affectivity, rationality, and subjectivity; critical theories of resistance to managerial authority; critical theories of the nature of managerial authority; critiques of managerialist theories of management and organization; critiques of political economy; postcolonial critiques of organizations and management. For more information about the Division see <http://cms.aom.org>

SUBMISSION PROCESS

Submissions must comprise four documents:

- 1) A title page and abstract with complete author identification and contact information.
- 2) An abridged version of the dissertation without author identification, which will be sent to reviewers. This should include title, abstract, and a summary of each chapter of the dissertation/thesis (max. 30 pages, double-spaced, 12-point font, including any charts, tables and references).
- 3) A one page signed supporting letter from the dissertation chair or lead supervisor to certify the completion date of the dissertation/thesis and recommend its submission for this award.
- 4) Details of everyone involved in the

examination process (so that examiners can be excluded from the review process) along with the names and email addresses of four other scholars with expertise in the area of the doctorate, who may be appropriate as reviewers.

Submissions, which should be sent as PDF email attachments to Mark Learmonth (mark.learmonth@durham.ac.uk), must be received by April 1st, 2018.

Submitters will be informed of the outcome by May 31st 2018. The award will be presented at the CMS Division business meeting at the Academy of Management Annual Meeting, August 10-14 2018, Chicago, Illinois, USA. The winner receives a prize sponsored by *Organization* and a two-year subscription to the journal provided by SAGE. Previous winners of the competition are listed at <http://cms.aom.org/awards-and-competitions/>



Doctoral Student Consortium

2018 Academy of Management Annual Meeting, Chicago, IL, USA

Patrizia Zanoni, Program Co-Chair Elect (PDW Chair), Hasselt University, Belgium

Marcos Barros, Program Co-Chair Elect (PDW Chair), Grenoble École de Management, France

CALLING ALL DOCTORAL STUDENTS!

The CMS Doctoral Student Consortium offers PhD students at any stage in their program a great opportunity to connect with a group of international, critically oriented scholars to share knowledge, explore ideas, and contribute to discussions about the meanings and practices of Critical Management Studies research, education and engagement today.

This year the consortium will place an emphasis on the importance of community for building meaningful careers as scholars. We have developed an interactive session during which participants will be given the opportunity to have in-depth conversations with more senior scholars who have been active members of the CMS community. Topics might include, among other, practices supporting intellectual exchange and building bridges between disciplines, engaging in meaningful ways with relevant stakeholders in one's area of research (research participants, gatekeepers, funders, civil society actors, etc.), and promoting critical perspectives in research and education in the business school. Participants will be able to share their experiences, ask questions, and reflect on how various practices can be supported by the (international) CMS community and which role they could in turn themselves play within it.

Countering the dominant narrative of career as an individual project, the Consortium will expose PhD students to the collective dimension of critical scholarship. It

will help gain insight into contributing to the CMS community as an important enabling condition for practicing critically oriented scholarship. Specifically, it will allow participants build enduring partnerships and get exposed to a variety of meaningful and impactful scholarly practices. The Division's Professional Development Workshop Program, which starts after the Consortium and runs through to Saturday evening, offers participants further opportunities for development on a variety of related topics.

The Consortium will be held on Friday August 10th 2018 from 8h to 9h30 and will include a buffet breakfast.

While the Consortium is targeted at students affiliated with the CMS Division, we also welcome participants with a primary affiliation to another Division who see critical scholarship as important.

Students interested in participating in the Consortium should complete the application form (<http://cms.aom.org/wp-content/uploads/CMS-doctoral-consortium-2018.pdf>) and email it by the deadline (Friday, May 26th, 2018) to Patrizia Zanoni and Marcos Barros (zanonibarros@cms@gmail.com). Please note that places are limited and will be assigned on a first-come, first-served basis.

CALL FOR FACILITATORS AND MENTORS FOR OUR DOCTORAL STUDENT CONSORTIUM!

In an effort to continue to build and foster a culture of collaboration and care we are calling on all CMS community mem-

bers to let us know if you would be willing to act as a facilitator and/or mentor to participants at the doctoral consortium.

In order to best meet the developmental needs of our student members, we are seeking CMS members in all stages of their career to volunteer as round-table facilitators. This year, we are focusing on the value of community-building as central to the critical scholarship practice. We invite then members who are willing to share their work in, as suggested in our call, supporting intellectual exchange, building bridges between disciplines, and engaging in a meaningful way with relevant stakeholders.

We believe our collective efforts will allow us to offer a more rewarding experience for everyone involved. If you are interested in volunteering as a facilitator and/or research mentor, you can reach us by email at zanonibarros@cms@gmail.com.

We look forward to hearing from you!

The Borders of Nations and of Scholarship:

At the Interface of Political and Intellectual Questions

Mark Learmonth, Division Chair Elect, Durham University, UK

At the 2017 AOM conference in Atlanta, the CMS Division hosted an All Academy session “The Borders of Nations and of Scholarship: At the Interface of Political and Intellectual Questions”. This workshop was an opportunity to reflect on what we learned from the response of the Academy to President Trump’s Executive order in early 2017 attempting to limit entry of people from some Muslim majority countries into

the USA. Many people in CMS felt strongly about the Academy’s initial response and in fact the policy on such matters has now been changed to enable criticisms to be voiced. The session was well-attended and the wide-ranging discussions were video-recorded for the benefit of people who couldn’t make the conference. The video is now on-line and can be found at the following link:

[CLICK HERE](#)

2017 Select All-Academy Theme Sessions- Global Events and Management Scholarship



Responses to Work/Employment Issues and Global Politics: Shared Wisdom from the HR Ambassadors

>> [Watch Video](#)



The Borders of Nations and of Scholarship: At the Interface of Political and Intellectual Questions

>> [Watch Video](#)



Business and Management in the Age of Nationalism

>> [Watch Video](#)



Up, Down & Sideways Approaches to Building Trust and Dispelling Distrust Across National Boundaries

>> [Watch Video](#)

Update on our main scholarly program:

Papers received and papers reviewed

Stephen Cummings, Main Scholarly Program Co-Chair, Victoria University of Wellington, NZ
Ajnes Prasad, Main Scholarly Program Co-Chair, Tecnológico de Monterrey, Mexico

There were 128 CMS division paper submissions for the 2018 AOM conference in Chicago. After a sharp decline in submissions for Atlanta last year (80) this was a pleasing result. There were a number of reasons that led to the decline for the 2017 conference: the political turmoil with respect to proposed travel bans that played out in the lead up to submission deadline; the fact that Atlanta was not an easy hub to get to for many, and the continued pressure on our members and prospective members' conference budgets meaning that difficult choices had to

be made by many between going to AOM or other popular conferences like EGOS. In any event, the submissions for Chicago rebounded to levels similar to those for Anaheim in 2016 (120) and Vancouver in 2015 (135), and well above Philadelphia in 2014 (108) and Boston in 2013 (103) (Symposium submissions were steadier across the last 5 years).

Early indications are the standards of the manuscripts submitted for review are just as high this year as in previous years, meaning that with more good submissions in the system we are even more indebted

to our wonderful volunteer reviewers – without whom a vibrant and rewarding conference would not be possible. If you are currently reviewing or have just finished reviewing for CMS thank you on behalf of all of our members – we know that you have been asked to do one or two more reviews than you may have done last year. If you did not review this year, please sign up for 2019!

Division Elections 2018

Nimruji Jammulamadaka, IIM Visakhapatnam, India, CMS Division Past Chair

By the time you read this message, you should have received a few emails from the AOM HQ and from me asking you to nominate members for the upcoming Division elections. The nominations website has been open since January 23rd and closed on February 28th. The Nominating Committee comprising the Past Chair, Division Chair and Division Chair Elect, will then develop a final slate of candidates for the election with the election website opening on April 18th and closing on May 18th.

This year, the Division is looking to fill four important roles on the Executive Committee. The first is the role of the Division

Chair Elect track. This is a five-year track with the elected representative moving from various roles such as PDW Chair, Program Chair, Division Chair Elect, Division Chair and Past Chair over the five-year period.

The Division is also looking at filling three Representative at Large roles, each with a three-year term. One of the Representative at Large roles involve working with membership and ensuring the Division serves their needs especially the diverse members from different geographies and their specific needs in addition to anchoring the Dark Side Case competition. The other two roles involve communication with one

role focusing on social media and the other on the newsletter. In addition, the Representatives at Large as members of the executive committee of the Division also provide their advice on other governance matters of the Division.

CMS has historically had a very healthy participation in the Election process often beating the Academy averages. I do hope that this trend will continue this year too. I wish to thank all those who have actively considered nomination and election and urge each one of you to participate in the election.

Early Career Critters:

Dr. Stefanie Ruel, Athabasca University, Alberta, Canada

Adjunct Professor, Concordia University and McGill University, Quebec, Canada



YOUR RESEARCH INTERESTS:

I identify as a critical gender and diversity scholar. This means, ultimately, that my research interests involve questioning the status quo, within for example, the framework of intersectionality scholarship. This status quo extends across many different individuals, in the historical past and in contemporary times, and in the context (so far) of the North American space industry. I am also very much interested in work-life balance issues for working parents of children with disabilities, framing this particular research within the posthumanist perspective. I am also expanding my knowledge and understanding for Aboriginals/First Nations/Metis individuals and their heritage, and how this heritage can inform academic scholarship, beyond the boundaries of North American methodologies focusing on scientific objectivity and rationality.

SUBJECT OF YOUR PHD THESIS/ DEFENCE DATE/SUPERVISOR COMMITTEE:

My dissertation research was focused on the discursive processes that create and recreate scientific, technological, engineering, and mathematical (STEM)-professional women's identities, and the attendant systemic discrimination of these women within the Canadian space industry.

I successfully defended my dissertation, with no revisions (!), on November 27th, 2017. My wonderfully supportive and exacting supervisory committee consisted of Dr. Albert Mills, Saint-Mary's University, Halifax, Canada, Dr. Janice Thomas, Athabasca University, Edmonton, Canada, and Dr. Gabrielle Durepos, Mount Saint Vincent University, Halifax, Canada. The external examiner was Dr. Maddy Janssens, KU Leuven, Faculty of Economics and Business, Belgium.

TELL US ABOUT YOUR UPCOMING PROJECTS AND ACTIVITIES IN THE ACADEMIC COMMUNITY:

I am currently working in two specific research areas. The first area is an exploratory study, in collaboration with Dr. Jo Brewis, University of Leicester. This study is focused on showcasing stories surrounding the 'forced', or diseased, ageing experiences of cisgender women who have breast cancer and who work outside of the home. One of the planned outputs of this work is to address what organizations can do to help these cisgender women in the workplace,

as they navigate their bodies and their sexualities. The theoretical framing of the body/work/sex nexus, by Cohen, Hardy, Sanders and Wolkowitz (2013), guides us in this endeavor where we look at the interplay between the embodiment of the feminine gender, and the sexuality of these women, within the context of organizations. The second area is an exciting postmodern archival study (Mills & Helms Mills, in press) focused on writing Canadian women back into space history. I plan, in this study, to recreate these Canadian women's stories during the defining moments of the early space race, in the late 1950's into the 1960's, and the launch of the Alouette 1 satellite. I applied for a grant for this study, and at the time of writing, am waiting to hear if my application was successful.

As for my activities, I was, up until recently, the student chair of the International Doctoral Consortium (IDC), hosted at the University of Jyväskylä, Finland, in June 2017. I am now the Program Coordinator, for the Administrative Sciences Association of Canada (ASAC) Conference, Gender and Diversity in Organizations (GDO) Division. I am also, along with my colleagues Dr. Mariana Paludi, Ms. Liela Jamjoom, Dr. Isabella Krysa, and Dr. Marta Calas, the lead special issue editor on "Intersectionality – Changing the Conversation", for the Qualitative Research in Organizations and Management Journal. I am also working on a new special issue proposal on ageing, with Dr. Iiris Aaltio, University of Jyväskylä, Finland, and Dr. Romer-Paakkanen, Haaga-

Helia University of Applied Sciences, Finland. Finally, I was very recently invited to be the Alumnus Keynote speaker, at the Athabasca University Graduate Student Research Conference, with the theme of “*Imagine: Transforming Lives, Transforming Communities*”, to be held in October 2018.

WHAT ATTRACTED YOU TO THE CMS COMMUNITY?

I remember, to this day, sitting in an auditorium at Saint-Mary’s University, in Halifax, Nova Scotia, listening to Dr. Hugh Willmot present his keynote speech on “*Research as a craft? Reflections on the credentials of management knowledge*”. This was my very first experience at the IDC, with other first and second year international doctoral students. Up until that point, I had been in course work up, and I had been reading in my spare time, in the original French, Foucault’s various works (*Les mots et les choses; L’archéologie du savoir; Surveiller et punir*). I saw before me, in Dr. Willmot’s talk, these pieces of a puzzle coming together before my very eyes; I was in the process of discovering that I might (finally) ‘fit’ in this CMS world. The end of this particular IDC saw Dr. Mills close out the consortium by stating that we would be able to find other CMS scholars by the questions they asked, the philosophies they embraced, and their questioning of the status quo. I then ventured to the Academy of Management meeting, and found myself welcomed within the CMS community with open arms. I had found an academic home and never looked back!

References:

- Cohen, R., Hardy, K., Sanders, T., & Wolkowitz, C. (2013). The body/sex/work nexus: A critical perspective on body work and sex work. In C. Wolkowitz, R. L. Cohen, T. Sanders, & K. Hardy (Eds.), *Body/sex/work: Intimate, embodied, and sexualized labour* (pp. 3–27). London, UK: Palgrave.
- Mills, A. J., & Helms Mills, J. (in press). Archival research. In C. Cassell, A. Cunliffe, & G. Grandy (Eds.), *The Sage Handbook of Qualitative Research Methods in Business and Management*. London, UK: Sage.

Are you currently teaching any courses? If so, do you incorporate critical management studies in your teaching (and how)?

I am teaching Organizational Theory, Human Resources Management (HRM), and Research Methods courses to third and fourth year students at two universities in Canada, Concordia University and McGill University. While these two universities are more on the positivist side of the academic house, I find that my students and my colleagues welcome my perspective... as long as I back my stance up with experiential evidence. I have no problem doing this, pulling from my own and other’s research studies, and from my anecdotal experiences in the Canadian space industry. Recently, I was very excited to find an Harvard Business Review article on Neurodiversity (March 2017) by Austin and Pisano. I incorporated this article into the HRM course sections I am teaching, and we spent close to the whole class discussing how to include neurodiverse individuals, beyond the standard job interviews/competitive metrics that are typically used in organizations.

WHAT ARE YOUR FUTURE CAREER PLANS?

I made a very difficult decision, a year ago, to leave my career as a Life Sciences Mission Manager in the Canadian space industry. I could no longer play the game I had been a part of for so long; the systemic discrimination of STEM-professional women from management positions, which I found evidence of in the discourses of the day-to-

day, pushed me out. As you can imagine, leaving my position of privilege as the only Canadian woman Mission Manager took an enormous amount of courage. I found this courage with the help of my doctoral supervisory committee, international faculty members and doctoral students/candidates.

Via this belief that my community of support has in me, I now know that I can make an impact in academia. I am actively looking for a tenure-track position, in business and management, across Canada. I am welcomed with open arms and much interest at the two universities I am currently teaching at, and I hope that these contractual positions may translate into something more permanent someday. I must add that I am often tempted by the strong CMS community in the UK, and do consider applying overseas also. I am very excited by these prospects that lie before for me!

ANYTHING ELSE YOU MAY WANT TO ADD?

I am privileged and humbled to have met some of you at various conferences throughout my doctoral studies. You have had, in your respective ways, an important impact on who I am and who I am becoming. I see this opportunity to talk to you, in this way, as a way to thank you all for your kind and encouraging words of support, as I navigate this latest adventure of being an “early career critter”. May the Force be with you all, always.

11th International Critical Management Studies Conference



CMS is excited to announce that the Open University (Walton Hall) led by the Department of People and Organisations and in collaboration with VIDA has been selected, from a shortlist of excellent proposals, to host the 11th International Critical Management Studies conference around the theme of “Precarious Presents, Open Futures”.

In a statement, Peter Bloom, Head of Department for ‘People and Organizations’ at the Open University said:

‘We are enthusiastic in our desire to foster discussions, papers and installations/interventions regarding what it means for societies and organisations to be “open” in the 21st century. This includes, but it is not limited to how being open is under attack by renewed discourses of in-

dividualized privilege and “closure”, as well as exploring what currently constitutes a radical or even revolutionary form of political, economic, historical, and ethical openness in organisations and management, and the possibilities of what this could look like in the future.

We are thus interested in critical interventions that explore timely and new concepts such as “digital inclusion”, “decolonizing data management”, “trans-human management”, “open sourced organisations”, “virtual progress”, “glocal solidarity”, and “mobile organizing”. These themes all critically interrogate the ways that technologies and emerging forms of organization can subvert established identities, processes and practices, values/ ideals and open up space for new and marginalised

voices to shape the present and future. Just as importantly, we are committed to “opening up” how a conference is organized and managed – inviting collaborative and creative spaces for constructing knowledge sharing between academics, activists, practitioners, artists, and policy makers.’

Dates, locations, a conference email address and a call for streams, workshops, installations, interventions and other events will follow. In the meantime, please visit <https://internationalcms.org> or contact peter.bloom@open.ac.uk if you would like any further information on the CMS 2019 conference.

International Doctoral Consortium 2018

JUNE 6-8, 2018 BIMTECH, INDIA

The International Doctoral Consortium brings together critical and qualitatively-oriented organizational and management scholars and PhD students. Together, established and emerging scholars engage with multi-paradigmatic approaches and gain greater exposure to a range of post positivist approaches.

The International Doctoral Consortium is highly developmental and geared towards PhD students who present, discuss, and debate topics and methods key to the study of management issues from a critical perspective. The IDC has become an increasingly popular event because of its intimate size, the intellectual generosity of the academic community, the interactions between participants, and the truly international experience of the event — with students from at least five continents and ten or more countries.

STUDENTS: WHY SHOULD THEY ATTEND?

The consortium is 1) generally critical, 2) broadly qualitative, 3) highly developmental, 4) very supportive, 5) intimate, 6) international, 7) involves leading scholars, and 8) run and developed by doctoral students.

1) There is a core of critical management studies scholars and students involved in the conceptualization and planning of the consortium but encourage participation from those who identify with social change but do not necessarily identify specifically with CMS and those



- who are early in their research and would like exposure to research with a critical impulse.
- 2) The core of the workshops are built around a range of qualitative approaches (e.g., Actor-Network Theory; auto-ethnography, etc.) to management and organizational studies research
 - 3) Regardless of philosophical or paradigmatic leanings all participants experience a highly developmental program, with plenty of time to discuss their work and get feedback from other doctoral students and faculty
 - 4) The consortium atmosphere is highly supportive and encouraging of students' work and helps them to move forward in developing and completing their doctoral work
 - 5) The number of participants is limited to 50 in order to maintain an intimate feel and allow everyone to become exposed to each other's work and comments. [NOTE: priority is given to students from 'sponsor' schools.
 - 6) The focus of the workshops is international both in terms of sponsor schools from each continent of the globe and the involvement of students from

- each sponsor school on the Student Organizing Committee that runs the consortium. Keshav Krishnamurthy PhD Candidate at UMass Boston University of Massachusetts Boston is the Chair.
- 7) We attract 12-18 leading scholars to run on-site workshops. In addition, we invite a highly distinguished and internationally renowned scholar as our keynote speaker every year. The keynote speaker for this year is Professor Maria Ceci Misoczky of the Universidad Federal do Rio Grande do Sul in Brazil. Previous keynote speakers have included Maureen Scully and Hugh Willmott (2017), Karen Ashcraft and Peter Simonson (2016), Pushkala and Anshuman Prasad (2015), Paul Adler (2014), Hugh Willmott (2013), David Levy (2012), Anshuman and Pushkala Prasad (2011)
- 8) The Student Organizing Committee is a wholly student body who plan forthcoming doctoral consortiums, with input from students across the globe.

Deadline for student paper submissions: March 20, 2018. For further details on IDC8 contact please visit the following website: <http://bimtech.ac.in/IDC>