



Critical Management Studies Division

Academy of Management

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From Your Newsletter Editor

Nadia deGama, *York University, Canada, Newsletter Editor*

Dear CMS Colleagues,

With the 2017 Annual Meeting in Atlanta slowly creeping up on us, the March issue of the CMS newsletter is focused on division-related news to gear us up for the conference. In this issue we have posted calls for the Doctoral and Early Career consortium. On behalf of the Executive Committee, we would like to thank all you all for volunteering to review conference submissions. We understand that this takes a lot of time and effort and the program could not have been put together without the collective efforts of our community members. The final program for the upcoming conference can be found via this link: <http://AOM.org/annualmeeting>.

Continuing with the theme of collective effort, in this issue Steve and Ajnesh (Program Co-Chair Elect, PDW Chairs) call on our CMS community members to let us know if you would be willing to serve as a facilitator and/or men-

tor at our division's 2017 Doctoral and Early Career Consortium at the upcoming AOM conference. Last year we were very proud to have had over 50 doctoral students and early career colleagues attend. Feedback was very positive as participants felt they were able to chat quite candidly and informally about their career aspirations, finishing up their dissertations, publishing, or anything else that came to mind with members of the CMS community. The success of this consortium could not have happened without our members who volunteered and so we encourage you to sign up this year in Atlanta!

We could not ignore the recent events and debates not only within our own division, but also across all members of the AOM triggered by President Trump's Executive Order, putting in place a 90-day ban, denying entry to citizens from seven Muslim majority countries. As 'officers' within our Division we were called upon by our members

to take on certain political positions and actions given the Order. Admittedly, this has not been an easy task and many of us have been left asking, 'what does this all mean for the upcoming AOM conference and the role CMS and its members will take?' While we wish the answer to this question was straightforward, in this issue members of our Executive Committee (Banu & Paul – Division Co-Chair Elect and Nimruji – Division Co-Chair) reflect on our various roles and responsibilities with respect to activism, politics, ethics and governance. There will also be an All-Academy Theme Special Session: "The border of nations and of scholarship: At the interface of political questions" which will be sponsored and facilitated by the CMS division. Designed as a means to give voice to members' concerns, Mark (Main Scholarly Program Chair) provides an overview of this session and calls upon our members for input prior to the special theme session to encourage debate and

dialogue around these issues. Ultimately the role we take is up to us as a community and we hope the upcoming meeting in Atlanta provides the space to continue such conversations in an inclusive, safe and respectful manner.

Finally, we are delighted to receive our 'Comings & Goings' column. In addition to sharing news related to division activities we also believe that the newsletter offers a platform to share news about our community members. This edition focuses primarily on members who have recently moved institutions and taken on new positions. Please do keep me updated on movements and updates about our members and I will be happy to feature them in future issues of the newsletter: nadiadegama@gmail.com

Best wishes,
Nadia

The future of CMS: Identity and engagement at a crossroads?

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

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

We live in interesting times, or so the saying goes. They are times of uncertainly, times of instability, times of division, times of possible revolution, yet they are times with potential to seize possibilities that better serve the 99 per cent.

These past few months have been filled with some of the most lively, engaging and even profane conversations about the future of CMS within the Academy of Management in light of the Academy's official stance concerning the Trump administration's first travel ban impacting seven Muslim majority countries. In early March, the Trump administration announced version 2.0 of the travel ban to encompass six Muslim majority nations, having dropped Iraq from the list.

These events, in the context of growing authoritarian regimes across the world and rising nationalisms, and the issues they raise give us pause for thought as critical scholars committed to writing, activism and engagement that challenge such issues in organizations and beyond. Indeed, our scholarship is certainly needed today, and into the future, as much as it ever has been in times past.

Having witnessed the flurry of discussions involving CMS members in relation to these matters, we wonder about the future of CMS. As a community of scholars who want to actively address organizational and societal inequities across the globe in the face of racist, sexist and xenophobic transgressions, what challenges face us as a community during these times?

We recognize that pluriversality has been the hallmark of CMS scholarship and has allowed us

to debate and discuss different theoretical points and how to engage with the world. Reflexivity and praxis have been key issues for many scholars, but, today, we find ourselves questioning the kind of scholarly community we are and want to become, and what the future CMS will entail.

Notwithstanding the hallmark of pluriversality, we take it that our community coalesces around the ideals and values laid out in our domain statement. While we are aware we have our disagreements, we trust there is something that holds us together as a community and gives us some sense of purpose in what it is that we do as a community.

In this context, the recent exchange of ideas and sharing of opinions has taken place through tones that, at times, could best be described as 'unprofessional', to use a management term. At worst, they can be seen as a form of critical sexism (and racism), as particular words and assumptions have guided the rules of engagement with each other and with other scholarly communities who may, or may not, share our critical visions.

We do ourselves a disservice when we abandon our ideals and values and engage in name-calling and trolling, which does little to advance what we stand for as a community. Given our capacity for reflexivity, we can do better than mimic the very axioms and tactics currently being used by populist extremists to quell debates and discussions they dislike.

And just as we call out power and oppression in our scholarship, so must we call out power and oppression within our community when such serves to weaken who we are both within

and without. We do ourselves a disservice when we close off spaces for dialogue, such that some within our community and those with an affinity for what we stand for end up feeling alienated and excluded. So, where to channel our energies?

We are stronger as a community when we leverage our capacities for scholarship to develop critical interpretations of management and society and to generate radical alternatives.

We are stronger when we appeal to a broad range of like-minded individuals and groups – and to the vulnerable, the powerless, the disaffected – through generating scholarship that, in questioning the established social order and positing possible alternatives, contributes to positive change for social and environmental welfare.

We are stronger when we honour our ideals and engage in scholarship to generate high-quality dialogue, encourage the diffusion of our ideas and values in research and teaching, and build bridges to progressive social movements, all with a view to contributing to the creation of better organizations, more humane societies, and a viable world system.

And we are stronger as a community when we create inclusive spaces, when we value and respect one another, and when we are sufficiently conscious of our actions and behaviours to sustain such inclusive spaces.

In this spirit, we look forward to seeing our CMS colleagues in Atlanta and continuing these conversations.

THE 77TH ANNUAL MEETING OF THE ACADEMY OF MANAGEMENT

August 4-8, 2017 Atlanta, GA, USA



Doctoral Student Consortium

2017 Academy of Management Annual Meeting, Atlanta, Georgia, USA

Stephen Cummings, *Program Co-Chair Elect [PDW Chair]* Victoria University of Wellington, NZ
Ajneesh Prasad, *Program Co-Chair Elect [PDW Chair]* Technologico de Monterrey, Mexico

CALLING ALL CMS DOCTORAL STUDENTS AND EARLY CAREER RESEARCHERS!

The CMS Doctoral Student Consortium offers PhD students at any stage in their program, as well as early career researchers, a great opportunity to connect with like-minded individuals, explore ideas, share knowledge and contribute to discussion about critical management studies research, teaching and engagement.

This year we have developed an interactive consortium. We are aware that our needs change as we progress in our doctoral careers and so this year participants will be given the opportunity to talk with members in our community about their developmental needs in the following areas: research, publishing, teaching, and career development. Participants only need to select themes which they currently find most salient to them.

The Consortium will be scheduled during the conference's PDW program and will include a buffet breakfast. The Division's Professional Develop-

ment Workshop Program, which commences after the Consortium and runs through to Saturday evening, offers participants further opportunities for development.

While the Consortium is targeted at PhD students affiliated with the CMS Division, we also welcome students with a primary affiliation to another Division, who see critical scholarship as an important facet of their work.

People interested in participating in the Consortium should complete the application form (available on the CMS division website) and email it to Stephen Cummings (stephen.cummings@vuw.ac.nz) and Ajneesh Prasad (ajneesh_prasad@yahoo.ca) by Friday, May 19th, 2017. Please note that places are limited and will be assigned on a first-come, first-served basis.



All-Academy Theme Special Session

Mark Learmonth, *Main Scholarly Program Chair, Durham University, UK*

As we go to press with the newsletter, we have heard that the CMS Division will deliver an All-Academy Theme Special Session. A special session is one that aligns generally with the All-Academy Theme (At the Interface) but specifically addresses the relationship between national boundaries (and efforts to manage, control or change those boundaries) and our identity and work as management scholars. The special sessions will ask questions such as: how have recent events, focusing on these national boundaries, opened new areas of inquiry or raised new issues for management scholars? What opportunities do they present to AOM members to shape (and be shaped by) the political and social systems in which they are embedded? The special sessions are designed to give voice to member concerns about recent events while maintaining an emphasis on rigor, transparency and review in designing the AOM conference program. Positioning these special sessions under the All-Academy umbrella connects them directly with the “At the Interface” theme and fosters cross divisional collaborations.

Here is the abstract for the CMS All-Academy Theme Special Session:

The borders of nations and of scholarship: At the interface of political and intellectual questions

The US government’s Executive Order (EO) on travel and immigration has brought the interface between personal, political and intellectual questions into particularly sharp relief. The EO has had deeply personal effects, leaving many AOM members either excluded from the US or effectively barred by the perceived xenophobic implications of broader US government policies that the EO represents. However, while attempts at arbitrary border control are clearly racist – and for that reason alone have caused widespread and justifiable outrage – the outrage of many management scholars may also be linked to the wider questions the EO raised at the interface of the political and the intellectual. The aim of this special session, therefore, is to debate what new light this situation (along with other attempts to control borders across the world) casts on the identity of management scholarship and that of individual scholars, particularly those who also engage through activism and political involvement. Informed by the consultation exercise the CMS Division Executive Committee conducted in February 2017 with its members about the EO and the AOM’s response (see: <http://cms.AOM.org/wp-content/uploads/CMS-Division-Travel-Ban-report-survey.pdf>), questions for encouraging debate and dialogue in the session include:

1. How can outrage and moral indignation be used as positive forces in scholarship?
2. The recent US EO has provoked particularly strong reactions – but why the relative silence about (equally reprehensible) border control policies of many other nations?
3. What distinctive contributions can management scholars bring to this issue – as citizens, activists etc. – informed by their scholarship?
4. How can we leverage our scholarship to have impact beyond the academic? How can our scholarship support activists in the struggle to defend/strengthen values we hold dear?

We will be inviting personal vignettes from AOM members around the four questions set out above in advance of the special session through the AOM mailing list. We will also be setting up an online means to collect member input, asking people to submit video, or other creative means of expression, that address one or a num-

ber of the above questions. In order to engender dialogue, we plan to select quotes (and/or clips) from people’s responses to prompt dialogue during the session, at round tables with rapporteurs gathering what people are saying. PLEASE WAIT FOR FURTHER DETAILS ABOUT HOW TO CONTRIBUTE TO THE SESSION!

Governing Critical Management Studies

Nimruji Jammulamadaka, *Division Co-Chair, Indian Institute of Management Calcutta, India*

Is the phrase “governing critical management studies” a blasphemy and a violence? Most of us would like to believe so. Having been engaging with critical management studies as a discipline, as a discourse, any attempts or calls of governing the discipline will not be short of branding and stratifying the discipline into centers and peripheries. Thus, at first instance, the idea of governing CMS appears repugnant. Appearing as a threat to diversity and diverse views and knowledges, the idea provokes a volley of criticism.

But if for a moment, we were to change the lenses in our spectacles from discourse to community, the idea appears plausible and one might argue even necessary. Is CMS only a discourse? Is it not a community of academics? A collection of human beings with all the attendant vices and virtues? Given that we are a community, it becomes extremely important to figure out ways of governing ourselves, this community of CMS academics.

As members of an organisation - the Academy of Management, we are subject to its governance procedures - elections, membership payments, ethics code etc. We know the effectiveness of

these procedures through the numerous reminders we receive. But as critical scholars we know too well, organisational procedures are more effective in achieving instrumental objectives.

So how do we as a CMS community govern ourselves? We have not become members of this community by paying subscription, but by engaging in certain relational practices of belonging, of believing in certain norms of behaviour; by believing in the ideals of justice, just participation and dignity and so on.

Given our status as a small community in opposition to an enormously large mainstream, we owe each other and this community far greater commitment to values than would otherwise be true of a large community. Any deviance from this espoused value system even by a few brings us existential challenges.

My experience of the last few years and the past few months, makes me wonder about the justness and ethics of the norms we as a community are exemplifying either through our own conduct or through our silent acceptance of visible deviances. We participate in and hear about private conversations of public abuse. I am left to

wonder whether the power relations within our community are stifling “public conversations on the unacceptable”.

I would like to believe that the “public conversation on the unacceptable” is louder and more participative near the Atlantic, where bulk of our community resides, even though seeing and hearing from my distance here in the Indian Ocean, I barely hear a whisper. But if, as I fear, these are indeed whispers, the future of our community requires us to wrestle with the unjustness in our individual behaviours and conduct, first and foremost in order to be credible CMS scholars.

We know communities often use mechanisms of recognition and boycott to encourage in-group behaviour and discourage deviance and thereby ensure sustenance of the community. If we as a community are to thrive, can we figure out mechanisms by which we can discourage deviance and improve accountability of both individual members of the community and elected executive.

COMINGS & GOINGS

This column is dedicated to capturing movements and updates about our members.

Fahreen Almagir joined the Department of Management as a Lecturer at Monash Business School. Fahreen was attracted to the Business School's research group – Critical Reorientations of Organization and Society (CROS). Members of CROS are committed to exploring areas of work, organization and economic life that are often overlooked and Fahreen is excited to be able to work in this research environment.

With his postdoc at Lund University drawing to an end, **Nick Butler** recently moved to Stockholm University. Nick's move to Stockholm University was motivated by many factors, but he was particularly drawn to the Business School culture of being critically inclined and supportive of non-orthodox research in management and organizations. While he will certainly miss his friends at Lund University the most, Nick is looking forward to having a permanent position at Sweden University and working in a department that supports critical work overall both in research and teaching.

Emma Bell recently moved to the Open University. Emma reflects on her recent move:

People sometimes say that I'm 'peripatetic', because I've moved jobs several times in the course of my career. I find this is an interesting tension in academia - between stasis and mobility. There's definitely something in my background that inclines me towards movement. I've learnt such a lot at each of the universities I've worked at, including most recently at Keele Management School. The inclination towards movement also informs my research – I've always related to Agar's notion of the 'professional stranger' and the idea of ethnographers as travellers. However, there's a big 'BUT' coming up here, because it's also really important to me to try to build spaces for critical scholarship, and that requires time, energy and presence. So just for the record, I hope to stay a long time at the Open University!

I've moved to the Department of People and Organisations, where there is a lively group of critical management scholars – including among others Caroline Clarke, Peter Bloom and David Wilson. The Open University has also been very positive in supporting the journal that I currently co-edit, *Management Learning*, which has a longstanding tradition of publishing critical, reflexive work about organisation and learning. CMS also fits with the mission of the university, which involves promoting social justice through educational opportunity.

I'm looking forward to getting more involved in distance learning, which is what the reputation of the Open University as an educational institution is built upon. I feel it's time for me to explore alternatives to the large group lecture and tutorial group mode of teaching, and this fits well with some of my current research around media and digital communication.

Please join me in wishing our members the best of luck in their new institutions! We'd love to hear from you and publish your news. If you have recently retired, changed jobs or university affiliations please let me know at nadiadegama@gmail.com so I can capture your recent update in our next CMS newsletter.

Workers and Margins: Understanding Erasures and Possibilities

Nimruji Jammulamadaka, *Division Co-Chair, Indian Institute of Management Calcutta, India*

On the 24th of March 2017, a small consultative workshop was held on “Workers and Margins: Understanding Erasures and Possibilities” at the Indian Institute of Management Calcutta, India. The workshop was coordinated by CMS members from India Nimruji Jammulamadaka and Patturaja Selvaraj. This workshop was jointly supported by the Management Center for Human Values of IIM Calcutta

and the small support program of the CMS Division. This workshop is the first workshop supported under the initiative this year. 20 academics from various schools participated in this workshop to interrogate the idea of worker and the margin from the point of view of the Indian realities. The rich dialogue in the workshop led to proposals for an edited book as well the commitment to meet again early next year to continue to conversations.

More followers! Update on Twitter

Since last year our Twitter followership has doubled to 800! Please do continue to share division-related activities and concerns with us by tagging us on @cms_aom

Alternatively, if you do not have a Twitter account but would like us to announce any news with the CMS community, please send the website link and/or article to our communications representative-at-large, Patrizia (**Patrizia.Hoyer@unisg.ch**).

