



Critical Management Studies Division

Academy of Management

QUARTERLY NEWSLETTER JUNE 2016

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FROM YOUR NEWSLETTER EDITOR

Nadia deGama, Anglia Ruskin University, Cambridge, UK, Newsletter Editor

Dear CMS Colleagues,

Welcome to the June, 2016 issue of the CMS newsletter! In this issue we focus on news related to the upcoming AOM meeting in Anaheim, but also other important events and issues within our division. In short, the theme of most of the news featured in this issue is around collegiality, sharing of workloads and gratitude. Emma's and Scott's piece on academic housekeeping and the distributed nature of CMS kicks off this issue. In their article they call for the importance of inclusivity and diversity, specifically around the distributed nature of work within CMS. Critical work is not restricted to AOM or the International CMS Conference; rather it is distributed widely across many intellectual disciplines. We would therefore like to encourage people in neighbouring disciplines where critical work is done to write about what is involved and how you may want to get involved in these communities of work in upcoming newsletters.

In addition, all critters within the CMS division have been busy preparing for the upcoming AOM meeting in Anaheim in August this summer. In this issue Banu and Paul, CMS division's program co-chairs, provide *Highlights from the Division's Main Program in Anaheim*. In the spirit of gratitude and the distributed nature of work within CMS, we would especially like to thank all of those who volunteered to review for the division. While these efforts may sometimes seem to go unrecognized, they certainly do not go unnoticed. It is for this reason that we would personally like to thank you all individually for putting in countless hours to review other community members' work.

Our *Notices* section highlights several important events and initiatives offered at the upcoming AOM meeting such as division elections and the activist speaker session. In particular, Mark Learmonth, PDW chair and program chair elect, offers a flavour of what's to come with

the professional development workshops (PDW) and information on applying for the CMS division's doctoral consortium. We are also calling for facilitators and mentors for our doctoral student consortium! We believe that the past and continued success of this consortium is predicated on colleagues who are not only united in this initiative, but respect and work together in ensuring a rewarding experience for everyone involved. It is for this reason that we look to our community members to volunteer for this event not only to provide guidance to our doctoral students who are in their early (and sometimes precarious) stages of their academic careers, but to continue to build and foster a culture of collegiality and collaboration.

This issue also features an *Early Career Critter* – Zehra Sayed. In the spirit of inclusivity and collegiality, this regular instalment of our CMS newsletter aims to bring together new and established critters. If you

are or know anyone who is an Early Career Critter please do email me (nadia.degama@anglia.ac.uk) so we can feature them in our next issue.

Finally, please check out the division's active Twitter feed (@cms_aom). Patrizia Hoyer, our communications representative-at-large, has been doing a fantastic job of keeping us all informed of the division's activities, interests and concerns, as well as information on upcoming conferences, workshops and symposia. If you are not on the "Twittersphere" but would still like to share something with your CMS community comrades, please send the website link and/or article to Patrizia at Patrizia.Hoyer@unisg.ch

We look forward to continuing to work with you all and seeing you in Anaheim!

Nadia

Academic housework and the distributed nature of CMS

Emma Bell, *Keele University, UK, CMS Division Co-Chair*
Scott Taylor, *University of Birmingham, UK, CMS Division Co-Chairs*

The labels associated with the work of being involved with CMS at AOM don't sit easily with many critters. Being a 'Division Chair' and part of an 'Executive Group' implies that our roles are imbued with a formal authority within a rigid, bureaucratic structure. And to a certain extent, that's true, of course. But from where we sit, we don't feel much like executives - more like academic housekeepers, spending most of the time doing our best to keep up with everyday chores and to keep folks watered and fed.

Some have implied that this is thankless work. But it doesn't feel like that to us. There are moments when someone shows their appreciation, after having participated in a good and interesting well-run CMS session at an Annual Meeting, having won a prize for their dissertation, or met some new people at a social. At these moments, it feels like useful and important work. Of course housekeepers also have to deal with complaints, about papers not accepted, important people slighted, invited speakers who don't live up to expectations. We try to deal with these the best we can without

taking on the emotional fallout that can come with them.

Housekeeping is also gendered work. In a context of academic managerialism, the flexibilization of the labour market and rising contract inequalities in universities, academic housework highlights the complexities of academic career making. These are time consuming and undervalued academic chores, performed by both women and men but associated with gendered service. They include things like reviewing and editing, organising events and activities, and care. Tasks which 'receive little recognition within the process of academic career making or within the definition of academic excellence'¹. As a critical Division, it is important that we try to ensure that the amount of academic housework does not fall disproportionately on 'more marginalised academics' who may feel more 'obliged' to take on such activities.

One of the issues which strikes us as important in our housekeeping role is the importance of inclusivity and diversity, despite the potential for neoliberal co-optation of this term. Yet perhaps

one of the most encouraging things about CMS is its resistance to closure, as can be seen from the diversity of activities and communities associated with it. In future editions of the newsletter, together with newsletter editor, Nadia deGama, we are therefore hoping to persuade those who do critical work in other, related disciplines and fields - including tourism and hospitality, accounting, marketing, law, philosophy race theory, psychiatry and economics - about the critical work that they do. Not all of these groups engage with the AOM or the International CMS Conference; instead they organise in other contexts. This seems to be one of the essential strengths of CMS and related critical communities, for it is by distribution across geographical and intellectual contexts that there is the possibility of reaching further and wider - rather than promoting insularity. In this sense, being a part of the organising group of CMS at AOM could be seen as motivated by an anti-bureaucratic principle, leaving other people to make decisions about how they want things to be in the critical house.



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ACTIVIST SPEAKER SESSION

CATHERINE FISK:

Panel symposium, moderated by
Richard Marens

Catherine Fisk, Chancellor's professor of law at UC Irvine, will speak about "Workplace Knowledge and Employee Mobility: Lessons from History".

It is an article of faith among many corporate executives and their company lawyers that corporate ownership of employee-generated intellectual property and non-IP human capital should be owned and controlled, to the maximum extent possible, by the company. Yet there is abundant evidence from 200 years of American business history of alternative regimes for managing workplace knowledge and employee-generated corporate intellectual property. Drawing on examples as wide-ranging as the DuPont company in the early nineteenth century, the Rand-McNally map company in the early twentieth century, and Hollywood movie production and early TV production in the mid-twentieth century, this talk will explore law and norms of shared control over the production and use of trade secrets, chemical knowledge, maps, and film and TV scripts. This account of historical practice in knowledge-intensive industries characterized by job mobility will, perhaps, shed light on the on-demand economy for highly skilled creative workers in the twenty-first century.

August 9th, 2016 from 9:45am to 11:15am in the Palm East room of the Sheraton Park Hotel.

OPPORTUNITY TO ACT AS LIAISON TO IDENTIFY TEACHING RESOURCES

Claudia Ferrante, Chair of the Teaching Theme Committee (TTC) for the AOM, is leading an initiative to improve the communication and connections among volunteers from the divisions who are focused on teaching endeavors. As a first step in this initiative, she is assembling a group of volunteers (one or two from each division / interest group) to work to identify current teaching resources and needs. So, if you'd like to be involved in this on behalf of the division to act as a liaison to identify existing teaching resources and represent and promote members' interests regarding the assembly of and access to additional resources for the classroom, please let any one of us on the executive committee know and we'll put your name forward for it.

DIVISION ELECTIONS

This year, the CMS Division held an election for the post of Division Program Chair-Elect. Please join me in congratulating Stephen Cummings of Victoria University of Wellington, who was the victor in a well-contested election. We had 27% of our membership participate (the most of all divisions in the AOM). I would like to thank the CMS membership for participating in the election, and welcome Stephen to the CMS Division Executive Board. Stephen will be running PDWs for the CMS division in the 2017 AOM meeting in Atlanta.

Raza Mir, Past Chair

INTRODUCING THE DIVISION'S PDW PROGRAM

The PDW programme starts the conference off, running on Friday and Saturday, August 5th and 6th. We start, as usual, with the Doctoral Consortium at 8am on Friday, August 5th. Here we will have a range of established staff – including a number who are just post-PhD – to offer career advice and academic mentoring to those currently doing their PhDs. Registration is required (breakfast will be provided) but we can relax our earlier requirement to register by May 20th – but please do register before the start of the conference! We are also looking for volunteers for faculty members – more junior as well as senior to be available to talk with the PhD students. Please email mark.learnmonth@durham.ac.uk to volunteer. The remainder of the Friday and Saturday are full of stimulating sessions – some with a methodological emphasis, others that stress theory and yet others with a focus on furthering the interests of groups currently marginalised in many organizational contexts. As usual the final event of the PDW programme will be the PDW and New Member Welcome Social at 6.30pm on the Saturday evening. Hope to see you all there!

Mark Learnmonth

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CALLING ALL DOCTORAL STUDENTS!!

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

The Consortium is scheduled for: **Friday, 5th August, 2016 from 8:00am - 9:30am.**

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

While the Consortium is targeted at students affiliated with the CMS Division, we also welcome students 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-2016.pdf>
- Email completed form to Mark Learmonth (mark.learmonth@durham.ac.uk)
- PRE-REGISTER!!! <http://aom.org/annualmeeting/registration/pdw/>

Deadline: **Friday, July 8, 2016**

Please note that places are limited and will be assigned on a first-come, first-served basis. In order to secure your spot you will need to pre-register: <http://aom.org/annualmeeting/registration/pdw/>

For more information about the consortium please go to: <http://cms.aom.org/meetings/>

CALL FOR FACILITATORS AND MENTORS FOR OUR DOCTORAL STUDENT CONSORTIUM

2016 Academy of Management Annual Meeting, Anaheim, California, USA

In an effort to continue to build and foster a culture of collaboration and care we are calling on all CMS community members to let us know if you would be willing to act as a facilitator and/or mentor to participants at the doctoral consortium. We acknowledge that sometimes the voices of our early career members may be the most relatable, and in order to best meet the developmental needs of our student and early career members, we are seeking CMS members from all stages of their career to volunteer as round-table facilitators.

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: mark.learmonth@durham.ac.uk and nadia.degama@anglia.ac.uk.

We look forward to hearing from you!

Highlights from the Division's Main Program in Anaheim: They're much more exciting than Disney! | Sunday 7th – Tuesday 9th August, 2016, Anaheim, CA

Banu Özkazanç-Pan, *University of Massachusetts, Boston, Main Program Co-chair*

Paul Donnelly, *Dublin Institute of Technology, Ireland, Main Program Co-chair*

Not long to go now 'til we gather in the mouse's backyard for our annual get-together, with all of our scheduled activities (paper sessions, many symposia, the business meeting, and social gatherings) taking place in the Sheraton Park Hotel (SHR).

Altogether, the division's main program encompasses 18 paper sessions, including the *Dark Side Case Competition* (Monday 9:45am, SHR Palm East), and 14 symposia, along with the keynote and activist speaker sessions.

The program kicks off at 12:45pm on Sunday (SHR Park C), with a discussion paper session focusing on *business schools and academia and the search for emancipation, meritocracy and identities*. Given this year's Academy theme, "Making Organizations Meaningful", our first session addresses some of the key issues raised by the context of our very own organizations and institutions. Indeed, the business school/university features in a couple of other paper sessions: *business schools in neoliberal times: decolonization or neocolonialism?* (Monday 1:15pm, SHR Park C) and *neoliberal universities: identities and power* (Monday 3pm, SHR Park C).

The variety of paper sessions at this year's meeting allows us to delve into the core of issues and ideas relevant for CMS, including focusing on *alternative and critical perspectives on economic value, critical views on leadership, indigenous world*

views, and critical epistemologies, to name a few. In addition, there are several opportunities to engage with this year's theme, with scholarship focusing on *making meaning in work-related research, questioning the nature of work, and crafting critical research*.

We look forward to conversations that will engage our community and beyond, all the more as we are co-sponsoring 14 symposia with 13 other divisions (ENT, GDO, HR, IM, MH, MOC, OB, ODC, OMT, ONE, PNP, RM and SIM). The division is lead sponsor for five symposia, including our showcase symposium, *Refusing to see me: The contours, causes, and consequences of invisibility at work* (Tuesday 11:30am, SHR Palm East). Other division led symposia include *Re-imagining and re-organizing economic action for growth* (Monday 1:15pm, SHR Palm East) and *Gendered approaches to making sustainability more meaningful* (Monday 3pm, SHR Palm East). Through all our co-sponsored symposia, we continue to build bridges to and with other divisions, thereby facilitating critical perspectives to take shape across the Academy.

We very much welcome members and non-members to the division's *Distinguished Keynote Speaker Plenary* (Monday 4:45pm, SHR Park D, and chaired by Latha Poonamallee), where James Walsh (U. of Michigan, Ann Arbor) will engage with the prospects for critical management studies in a world of need, and to the *Activist Speaker*

Symposium (Tuesday 9:45am, SHR Palm East, and chaired by Nimruji Jammulamadaka), where Catherine Fisk (U. of California, Irvine) will explore work, law and society.

There are a couple of gatherings where we will have the opportunity to come together as a community. One is the division's business meeting, which will take place on Sunday at 2:30pm (SHR Park West), and all members are welcome to participate and include their voices. The business meeting is also where we will celebrate the recipients of the division's various awards. And the other is our main social gathering on Monday at 6:30pm (SHR Plaza D), which provides an opportunity to catch up with old friends, and make new ones, in a relaxed and convivial atmosphere.

Finally, a sincere and big "THANK YOU!" to all who have contributed to this year's fantastic lineup of sessions – particularly all 166 reviewers (of the 210 who signed up) assigned submissions to review, Jonathan Murphy and Fernanda Sauerbronn for coordinating the Dark Side Case Competition, our colleagues on the division's executive for their invaluable support and, of course, everyone who submitted a paper, case or symposium – because we would not have a program without you.

We very much look forward to seeing as many of you as can make it to Anaheim in August. Safe travels!

AOM 2016 – Acknowledging Reviewers for Our Division’s Main Program

Without the trojan review work of all our community members listed below, we would not be in a position to deliver the program of paper sessions and symposia lined up for AOM 2016 in Anaheim. So, we say a big “THANK YOU!” to each and every one.

Akhuly, Ajanta, -, India
Alakavuklar, Ozan, Massey U. Palmerston North, New Zealand
Alamgir, Fahreen, Massey U., Australia
Alcadipani, Rafael, FGV-EAESP, Brazil
Alvehus, Johan, Kristianstad U., Sweden
Alzawawi, Bashir, U. of Hull, United Kingdom
Amrollahi, Alireza, -, Australia
Anesa, Mattia, U. of Queensland, Australia
Armstrong, Dr Amy, U. of Bedfordshire, United Kingdom
Aygören, Huriye, Jönköping International Business School, Sweden
Bardy, Roland, Florida Gulf Coast U., United States
Barros, Amon, FGV-EAESP, Brazil
Barros, Marcos, Grenoble Ecole de Management, France
Beal, Brent, The U. of Texas at Tyler, United States
Bell, Emma, Keele U., United Kingdom
Bendl, Regine, WU Vienna U. of Economics and Business, Austria
Benschop, Yvonne, Radboud U. Nijmegen, Netherlands
Bigelow, Barbara, Clark U., United States
Boyle, Maree, Griffith U., Australia
Bridgman, Todd, Victoria U. of Wellington, New Zealand
Burgess, Kevin, Cranfield U., United Kingdom
Burns, Diane, The U. of Sheffield, United Kingdom
Butler, Nick, Lund U., Sweden
Cajaiba-Santana, Giovany, Kedge Business School, France
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Carollo, Luca, U. of Milan, Italy
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Clark, Bridget, UCD, United States
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Coupet, Jason, North Carolina State U., United States
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Derry, Robbin, U. of Lethbridge, Canada
Devinatz, Victor, Illinois State U., United States
Dey, Pascal, U. of St. Gallen, Switzerland
DiPadova-Stocks, Laurie, Park U., United States
DiTomaso, Nancy, Rutgers U., United States
Driver, Michaela, Western State Colorado U., United States
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Elmi, Mohamed, Ryerson Uni, Canada
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Eriksson, Päivi, U. of Eastern Finland, Finland
Fanchini, Mahaut, PSL, U. of Paris, Dauphine, DRM, France
Farias, Carine, ESSEC Business School, France
Feeney, Sharon, Dublin Institute of Technology, Ireland
Garcia-Lorenzo, Lucia, LSE, United Kingdom
Genoe McLaren, Patricia, Wilfrid Laurier U., Canada
Gerard, Nathan, California State U., Long Beach, United States
Gilmore, Sarah, U. of Portsmouth, United Kingdom
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Hassard, John, The U. of Manchester, United Kingdom
Hodgson, Damian, The U. of Manchester, United Kingdom
Huhtinen, Aki-Mauri, National Defense U., Finland
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Mahalingam, Ramaswami, U. of Michigan, Ann Arbor, United States
Mäkelä, Hannele, U. of Tampere, Finland

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Mayson, Susan, Monash U., Australia
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McQuarrie, Fiona, U. of the Fraser Valley, Canada
Medeiros, Cintia, Federal U. of Uberlandia, Brazil
Mir, Ali, William Paterson U., United States
Mir, Raza, William Paterson U., United States
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Rintamäki, Jukka, Aalto U., Finland
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Roberts, Anna, York U., Canada
Rosa, Alexandre, UFES, Brazil
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Ruel, Stefanie, Athabasca U., Canada
Rundshagen, Volker, Cologne Business School, Germany
Satturu, Anusha, U. of Massachusetts, Boston, United States
Sauerbronn, Fernanda, FACC/UFRJ, Brazil
Sayin, Firat, McMaster U., Canada



Schaefer, Stephan, Lund U., Sweden
Schmidt, Angelika, WU Vienna U. of Economics and Business, Austria
Segarra, Paulina, EGADE Business School, Mexico
Selvaraj, Patturaja, Indian Institute of Management, Indore, India
Sewell, Graham, The U. of Melbourne, Australia
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Siler, Elizabeth, Worcester State U., United States
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Spector, Bert, Northeastern U., United States
Spencer, Daniel, U. of Kansas, United States
Stokes, Peter, U. of Chester, United Kingdom
Sun, William Xiuping, Leeds Beckett U., United Kingdom
Taylor, Scott, U. of Birmingham, United Kingdom
Tchalian, Hovig, Claremont Graduate U., United States
Teodosio, Armindo, Catholic U. of Minas Gerais, Brazil
Tharchen, Thinley, Pennsylvania State U., United States
Thomas, Janice, Athabasca U., Canada
Tirapani, Alessandro, City U. London, United Kingdom
Touburg, Giorgio, Erasmus U. Rotterdam, Netherlands
Tsogas, George, Birkbeck, U. of London, United Kingdom
Uddin, Jasim, Monash U., Malaysia
Ulus, Eda, U. of Leicester, United Kingdom
Unlu, Onur, Yalova U., Turkey
Valente, Mike, York U., Canada
Vallentin, Steen, Copenhagen Business School, Denmark
van den Bussche, Penelope, ESCP Europe, France
Visser, Laura, Radboud U. Nijmegen, Netherlands
Voronov, Maxim, Brock U., Canada
Wang, Juan, Xi'an Jiaotong U., China
Weber, Nichole, U. of Massachusetts, Boston, United States
Weir, David, Edge Hill U., United Kingdom
Whynacht, Christopher, U. of Massachusetts, Boston, United States
Wilcox, Tracy, U. of New South Wales, Australia
Williams, Jannine, U. of Bradford, United Kingdom
Wolfram Cox, Julie, Monash U., Australia
Zanoni, Patrizia, U. Hasselt, Belgium
Zulfiqar, Ghazal, The U. of Lahore, Pakistan

Community of Academy Senior Scholars (CASS)

Robert C. Ford, *University of Central Florida, USA, AOM Community of Academy Senior Scholars*

At this year's Annual Meeting in Anaheim the new initiative of the Academy of Management to serve its senior members, the Community of Academy Senior Scholars (CASS), will co-sponsor several events that members of this division are cordially invited to attend. CASS was created to provide programs and activities that are relevant and helpful for senior members of the Academy who are contemplating or in retirement from their primary career.

This year CASS is sponsoring or hosting two program activities. First, on Monday morning of this year's Annual Meeting we will host a special CASS session that has two parts. The first part will be a strategic planning session, led by Myron Fottler, to discuss and organize how CASS can best serve all senior members of the Academy. The second part will consist of a discussion panel

of past presidents entitled "To Retire or Not To Retire: That is the Question". Moderated by Regina Greenwood and Julia Baker, these presenters will share the decision process they followed as they considered retirement. Panelists include Bill Starbuck, Mike Hitt, and Anne Huff with others scheduled to appear via Skype. Their experiences will frame an audience driven conversation about retiring, retirement, and finding new or encore careers. This two part session will start at 7:30 and a light breakfast will be provided. Please check the program for location.

The second activity will be a program co-sponsored with several divisions called "Then and Now". This year's offering, in a series that has included Gary Latham, Ed Locke, Fred Luthans, and Victor Vroom, we present the work of Sim Sitkin on Organizational Trust. The purpose of

this session, chaired by Craig Crossley, is to spotlight a senior scholar's contribution to the management body of knowledge by having that person discuss and describe how he or she got involved in this area and then developed it. To complement this distinguished scholar's presentation, two recent scholars on this topic, Nicole Gillespie and Bart de Jong, will discuss how this original work has evolved. Please check your program for time and place.

CASS invites any member who might find the sessions sponsored by it to come and join us. We believe that there is a need in the Academy for an organized group of its senior scholars who wish to both socialize with and learn from each other the challenges and opportunities that senior scholars face.



Early Career Critters:

Zehra Sayed

Business Administration Jönköping International Business School | Zehra.Sayed@ju.se



MY RESEARCH INTERESTS

My research interest largely entails examining affective aspects of globalization with particular emphasis on flows of knowledge and practices between the first and the third world nations undertaken in the garb of economic development. In my work, I seek to bring to the fore issues of power and resistance by applying postcolonial and other critical perspectives.

SUBJECT OF PhD THESIS

Thesis Title: “Postcolonial perspective on International Knowledge Transfer and Spill over to Indian News Media: From Institutional Duality to Third Space.”

Brief summary of thesis: My thesis examines the ways in which postcolonial ambivalence – a symptomatic condition of postcolonial societies in which they simultaneously embrace and reject the cultural, political and economic processes and expressions of the “ex-colonizer” – plays out in current globaliza-

tion. I explore this dialectic within two inter-related International business phenomena, namely knowledge transfer and knowledge spillover.

Drawing on Homi Bhabha, I perform an interview-based study of Reuters’ transfer knowledge of newsgathering practices to its Indian subsidiaries in Mumbai and Bangalore. I also undertake an interview study of knowledge spillover among practitioners in Mumbai’s news media.

My research shows how, in a process of mimicry, postcolonial subjects aspire to, reinterpret, adopt, reject but are also unable to internalize and implement knowledge in its entirety. The result may be hybridization of MNC knowledge, finding expression in hybrid values, practices and work outcomes. These findings lead me to suggest that, rather than viewing processes of globalization in a celebratory-bleak binary framework, future research should consider the dialectic between the power of globalization and the agency of local actors to subvert that power. This dialectic may potentially be captured by considering the institutional situatedness of both Western and local knowledge rather than automatically assuming the superiority of the former over the latter.

WHAT ATTRACTED YOU TO CMS?

It was my discontent with the mainstream theories on foreign direct investment and economic development that led me to explore alternative perspective. When I discovered the CMS group, I was very pleased as I could relate to the concerns of many scholars here. Some of the CMS scholars who have been a guiding force in my work are Michal Frenkel, Robert Westwood, Gavin Jack, Anshuman Prasad, Raza Mir, Ali Mir, and Banu Özkazanc-Pan, to name a few.

ACTIVITIES IN THE ACADEMIC COMMUNITY

Yes, I recently got involved in the maintenance

of the CMS website criticalmanagement.org. I am currently in the process of compiling a list of academic departments/centres/institutes and other networks that engage with critical theories and perspectives. We are preparing this list so that it can be a source of information for CMS scholars seeking to find collaboration for research papers and funding applications, as well as for visiting fellowships and other forms of academic collaboration like organizing joint workshops, conferences etc.

ARE YOU CURRENTLY TEACHING ANY COURSES?

Yes I am teaching courses such as International Management, Business Ethics and Marketing Management, along with thesis supervision. I proactively aim to incorporate critical perspectives in my course syllabi. For instance, in my International Management course, I have one lecture specifically devoted to critical perspectives on international business where I encourage students to challenge some of the received wisdom from popular theories. Relatedly we have a seminar devoted to critical theories where we encourage students to bring in new perspectives through reflection and their own experiences. We have also included literature from critical scholars into our syllabus, e.g. articles by Bobby Banerjee on corporate social responsibility.

FUTURE CAREER PLANS

I wish to continue my ongoing project of examining issues of hegemony and resistance within contemporary international business relations. I am particularly interested in theories on human desires/initiatives to reimagine power and identity within the scope of contemporary globalization.

Critical Management Studies (CMS) Conference 2017

July 3-5, Britannia Adelphi Hotel, Liverpool, UK

Host organisation: Edge Hill Business School, Edge Hill University, Ormskirk, UK

<https://www.edgehill.ac.uk/business/homepage/cms2017/>



This conference builds on the traditions of recent CMS conferences by aiming to engage scholarly thinking and analysis as well as provocations leading to proposed action. CMS explores alternatives to the ubiquity of neoliberal market managerialism as a dominant frame in business education and as a pre-supposed framing of other social sciences. Such alternatives could be understood in practical terms of specific organisational forms and practices, or theoretical developments including in feminism, anarchism, communism, localism, fraternalism, green thinking and the implications of advances in neuro-science, exaptative innovation, interoperability and big data-driven theoretical opportunism among other re-framings. Some of these may inspire the generation of new forms of resistance to neoliberalism or indeed any other hegemonic discourse that presumes there can be ‘one best way’ of doing things or indeed one preferred mode of pedagogy.

CMS has been going for some time but it may be appropriate to consider whether it now needs some revolutionary breakthroughs in approach, methodology or application or whether CMS is evolving dynamically to achieve the best hopes of its founders. In any case we welcome the opportunity to mark the centenary of 1917, the “year of crisis” as Michael Howard termed it. This was a year that saw two Russian revolutions, one in China, the USA entered the war in Europe, Mexico consolidated its revolution, the Indian National Congress demanded self-government and the British government acknowledged that its policy was for gradual development of self-governing

institutions and the progressive realization of responsible government.” In 1917 there were two enormous explosions, one in Silvertown destroyed 70,000 homes in London’s East End, the other destroyed the city of Halifax, Nova Scotia. In the revolution of ideas, TS Eliot’s *Prufrock* came out to expand the boundaries of poetry, Einstein published his paper on cosmology that inaugurated the Space Age, Edward Tylor the founder of ethnography died and the Converse Rubber Shoe was born. What a year! And in 2017, Edge Hill University is bringing CMS to Liverpool with a revolutionary or consolidation opportunity! The usual terms and conditions apply but all bets are on!

Stream proposals are now invited for CMS 2017. Proposals must include: stream title, details of stream convener(s) affiliation and contact details, 250 word description of the proposed theme, likely no. of submissions and previous CMS experience.

Proposals including informal inquiries should be made to the Conference Chairs: Professor Pares Wankhade at Pares.Wankhade@edgehill.ac.uk and Professor David Weir at weir53@gmail.com.

The deadline for submitting proposals is 15th August 2016. Notification of acceptance will be communicated by 12th September 2016.

The organisers will be working closely with the CMS board to ensure a positive atmosphere and an inclusive environment at the conference.

We look forward to welcoming you in Liverpool.

Call for papers

Special issue for Qualitative Research in Organizations and Management

“Approaches, Methods and Critical Diversity Scholarship: the challenges and the outcomes.”

Deadline: October 31, 2016

Guest editors:

Inge Bleijenbergh, *Institute for Management Research, Radboud University, The Netherlands*
Lize Booyesen, *Graduate School of Leadership and Change, Antioch University, USA*
Albert J. Mills, *Saint Mary's University in Halifax, Canada*

With the institutionalization of diversity research in organization studies, diversity scholarship has become increasingly varied over the past two decades (Prasad, Pringle, & Konrad, 2005). From a starting point of positivist and managerialist approaches (Prasad & Mills, 1997), the field has expanded to include subjectivist and inter-subjectivist approaches, with associated methods, epistemologies and ontological understandings (Alvesson, 2009). Examples can be found across the range of approaches, frameworks, including feminist, post-structuralist, interpretivist, symbolic interactionist, postcolonialist (Nkomo, 2011), relational constructionism, post-qualitative (Lather & St. Pierre, 2013) and reflexive dialogism – most of which would be included under the umbrella of critical approaches to the study of management and organization (Bendl, Bleijenbergh, Henttonen, & Mills, 2016). These critical approaches provided thought-provoking insights, and problematizes diversity related initiatives and research as polarizing, reproducing stereotypes, and essential in its composite construction of differences. It thus has become evident that empirical work in diversity

scholarship requires attention to intersectionality (McCall, 2005), widely researched processes of reproduction of stereotypes, contextual and local specifics, materialism and language (MacLure, 2013) as well as the influence of identity formation processes of the researched subjects and researchers during the research process (Bendl, Booyesen, and Pringle, forthcoming)

While this has broadened the discussion in the field it has also -- as the recent debates around intersectionality, identity formation and theorization of power has shown – created some confusions about how to undertake critical diversity research (Zanoni, Janssens, Benschop, and Nkomo, 2010). This urges critical diversity scholars to re-visit existing approaches or paradigms (belief systems that guides our thoughts and practices), and methods, and even re-invent novel ways of inquiry into diversity issues.

In this special issue we focus on the different critical approaches to diversity scholarship and how they influence knowing and researching diversity, like, for example, how to frame research questions, what research object to choose, which data sources to collect and analyze, how to assess

the role of the researcher and finally, what knowledge contribution to make with the research in itself. Our overall aim is to provide both a space for paradigmatic debate and development as well as discussion on how to undertake critical methodological approaches to diversity management within the broad framework of critical studies of management and organization.

Invitation to authors

We seek papers that develop innovative paradigmatic and methodological approaches towards the study of diversity in organizations, critically evaluate mainstream paradigmatic and methodological approaches towards diversity in organizations and reflect on the (potential) contribution of innovative approaches towards the field. All papers should be soundly grounded in academic literature about paradigms, methods and techniques of (critical) organization studies. We encourage reflexive approaches which focus on the process of research and knowledge development rather than the outcomes. Especially, reflection on questioning and searching for paradigmatic and methodological choices is appreciated. With this special issue, we build upon a growing amount of methodological and paradigmatic reflexive work in the field, including the subtheme about paradigms and methods of diversity scholarship at the European Group of Organization Studies in Athens, 2015. As evidenced by the considerable number of submissions to this subtheme, organized by the guest-editors of this call, there is a serious interest for this topic across a wide range of fields and regions.

Continued on following page...

Topics:

To that end we are looking for papers that address, but are not necessarily limited to the following topics:

- Action research in the field of diversity management – a reflexive approach
- Diversity scholarship – a critical perspective on the research process
- Diversity scholarship from the margins – post-colonialist and anti-colonial perspectives
- Doing diversity management – challenges and solutions.
- The impact of scholarly approaches to diversity on organizational practices.
- Ethnographical approaches towards examining diversity in organizations
- Examining intersectionalism – theoretical and methodological challenges
- Navigating your way through paradigmatic differences in diversity perspectives
- Power, discourse and method in diversity scholarship
- Rethinking diversity focus, inquiry and research agenda
- Diversity and the challenge of non-Western ontologies
- Embodiment and being in diversity scholarship

In summary, the Special Issue: Approaches, Methods and Critical Diversity scholarship: the challenges and the outcomes will seek to engage with the issue of how paradigms and methods of diversity research can be better understood, advanced, critically evaluated and how innovations in these methods contribute to a better understanding of diversity in organizations.

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For further information, contact any one of the SI editors above. Submissions to: <https://mc.manuscriptcentral.com/qrom>

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