



Critical Management Studies Division

Academy of Management

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CELEBRATING DIFFERENCE

Nimruji Jammulamadaka, *Indian Institute of Management Calcutta, India, Division Co-Chair*
Latha Poonamallee, *Michigan Technological University, USA, Division Co-Chair*

Coming from ‘another part of the world, the distance has helped us center stage dilemmas in critical academic practice. With growing interest in critical practice and the division drawing in many young and international scholars (Yes, we have had an increase in student membership! Yeah!!!) addressing these dilemmas has become pressing. In addition to the existing concern around bridging academic and activist-practitioner worlds, we now need to address difference- one small word and a world of meanings.

Showing the academic side of critical difference, in the past couple of years, we have had critical academic groups from UK and France desirous of pursuing specific concerns in workshops approach us for solidarity and support. Conveying our solidarity, we also contributed a token amount of \$500 to their efforts. Bouyed by this experience, the executive committee is formal-

izing these relationships of solidarity from this year. The CMS division will now be able to provide a token support of \$500 to two such events in a year. This we believe, serves the twin objectives of developing Pluriversal Criticalities by expressing solidarity with locally relevant positions/concerns and avoids an imperialist manouever. Most importantly, the Division will support the local groups in broadcasting their concerns and views and not vice-versa. Look up the division website over the coming weeks, for more details on this and meanwhile you can also get in touch with Jonathan, the Division’s Rep-at-large on this or Emma and Scott our outgoing Division chairs who have overseen this previously.

The other kind of difference, of simply being different- in race, sexual orientation, gender, culture, or age has also been particularly pressing. And to infuse our critical practice with an ethical sensitivity that

erases the being-talking gap, the Division this year will be looking at inclusion in more specific ways. With help from Sarah our ethical representative on the executive we will put together some guidelines and activities that give substance to our talk. And in the spirit of ‘practice before you preach’ Banu and Paul our Division co-chairs elect for 2016-17 are welcoming suggestions for activist and plenary speakers that take inclusion seriously.

We spoke about the increase in membership earlier and we believe this in no small part can be attributed to the member engagement that both Nadia and Patrizia have shown through the newsletter and Twitter (we now have 644 followers, Cheers!!!) over the last year. And to continue on these initiatives further, we hope to be able to put in place more engaging digital communication systems during the course of 2016-17 with help from the AOM headquarters.

And before you wonder about our finances, now that we hope to support groups with token funding, Rosalie our treasurer tells us that while we do not have much to worry, the Division could use a healthy dose of sponsorship to further the good work. So we hope you can persuade your schools to loosen their purse strings.

And you will soon be hearing from Mark our Program Chair and Ajnesh and Stephen our PDW co-chairs for 2016-17 soliciting your participation for the conference in Atlanta. And last but not the least we your Division co-chairs Nimruji and Latha remain eager to listen to your criticisms and suggestions to help us serve the Division better. So here is to DIFFERENCE!!

Reflections on the Division's PDW Program and Doctoral and Early Career Consortia

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

We had a great set of Professional Development Workshops (PDW) events at Anaheim – many of which were directly linked to the conference theme, “Making Organizations Meaningful”. Although the number of applications for PDWs was slightly down on 2015, we still hosted a full programme of well-attended and highly participative events – rounded off by the ever popular PDW social. There were 16 CMS-sponsored PDWs covering a wide range of issues central to the CMS division. A number of the events were co-sponsored by other divisions – our growing links with these divisions is something which is very good to see, because it suggests critical ideas are being taken on board by the wider academy – not just by CMS. Here is the full list of CMS PDWs:



1. Applied Theory Building for Women and Leadership Theory: Integrating Practice and Research
2. Problematizing Agency of the Subalterns in the Politics of Representation
3. Sharing Untold Tales from the Field: Reconceptualising Research in Organizational Studies
4. Dirty Work Research Incubator
5. Research Incubator on the Role of Business and the Private Sector in the Refugee Crisis
6. Philosophies of Organizational Research
7. The Practice of Management History: Following a Poorly Marked Trail on a Moonless Night in the Fog
8. Making Diversity & Inclusion Meaningful: Moving from de jure codes to de facto practice
9. Acting Up: A Paper Development Workshop for Activist Writing in Critical Management Studies
10. Opening Up History: Management's Past and its Traces in Cross-divisional Collaborations
11. What Happens When You Develop the Sustainability Mindset?
12. Challenging Neo-liberal Feminism in Management Studies
13. Using Historical Approaches in Management and Organizational Research
14. How is Marx's Critique of Political Economy Meaningful in Management Studies Today?
15. Realizing Y-Our Impact: Meaningfulness in Professionalism Through Reflexivity and Art-based Methods

Last but not least I want to give special mention to the Doctoral and Early Career Consortium – this year attended by over 50 doctoral students or early career colleagues. The consortium enabled attendees to chat informally to more experienced colleagues about their career aspirations as well as about publishing, finishing their dissertations or any other topic they chose. I'd like to thank Nadia deGama for her work on this event – she encouraged many of the participants to attend - and it would have not been half as successful without her. Especially given the popularity of the event, and the excellent feedback we received, we are particularly keen to keep doctoral students engaged with the division beyond the 2016 conference. So I'd encourage doctoral students to put together PDW proposals themselves this year – as well as submit papers for the main scholarly programme.

Adiós Anaheim: CMS Scholarly Program in Review

Banu Özkazanç-Pan, *University of Massachusetts at Boston, USA, Division Co-Chair Elect*
Paul Donnelly, *Dublin Institute of Technology, Ireland, Division Co-Chair Elect*

As we bid farewell to Anaheim as an AOM venue into the future, we look back on the division's scholarly program, along with acknowledging the contributions of all involved to the program.

Altogether, we received 109 paper, 15 symposia, and 12 Dark Side case submissions. While paper submissions were down compared to the previous year, both symposia and Dark Side case submissions were up.

Thanks to our time allocation, we were able to schedule 15 scholarly paper sessions, along with scheduling sessions to showcase the shortlisted Dark Side cases and to accommodate the Activist Speaker.

Thus, we were in a position to accept 60 papers, which is broadly in line with the acceptance rate for the previous two years. In addition, we were able to accommodate a further six papers across two discussion paper sessions.

As for the Dark Side Case Competition (DSCC), submissions were double those of last year, with five accepted for the showcase DSCC session.

Thanks to the cross-division interest in the symposia submitted, we were in a position to accept 14 symposia for the division's program. All told, 12 symposia were co-sponsored by two divisions in addition to CMS, and two were co-sponsored by one division along with CMS. The breakdown of

divisions and co-sponsorships was as follows: GDO (5), OMT (5), SIM (4), OB (2), ONE (2), and one each for ENT, HR, IM, MH, MOC, ODC, PNP, and RM.

Unfortunately, six papers and one symposium ended up being withdrawn for a variety of reasons (e.g., personal, funding, health family).

When it came to the review process, we were in the very fortunate position that 210 members signed up as reviewers. In light of the number of submissions received, we only had to call on 177 reviewers.

While we assigned 3 reviewers to each submission, the overall completion rate was just short of 94 per cent. Despite a number of requests over the course of the review period to let us know if review assignments could not be completed in time, six review assignments were declined close to the deadline, eight were started but not completed, and eleven were never started.

In all, 166 reviewers completed all of their assignments, making for an average 2.22 submissions per reviewer, and an average 2.89 reviewers per submission. The tables we have provided (in the following two pages) show the number of submissions and reviewers for each of the division's keywords within the AOM system.

By way of closing, we want to say a really big "THANK YOU!" to: everyone who submitted a

paper, symposium and/or case; all 210 members who signed up as reviewers, in particular, the 166 members who completed their review assignments; Jonathan Murphy and Fernanda Sauerbronn for coordinating, and all who reviewed for, the DSCC; all 17 session chairs, who created a wonderful environment for participants; and our colleagues on the division's executive for their invaluable support. Without you all, our division would not have had a program in Anaheim.

By way of closing, in addition to submitting your papers, symposia and/or cases for Atlanta, we strongly encourage you to sign up as reviewers. And we very much wish incoming Program Chair, Mark Learmonth, all the very best with the work that lies ahead.

Finally, as Division Co-Chairs Elect, we are especially keen on making the division an inclusive one for all perspectives and people. To this end, we welcome your suggestions for the CMS Keynote Speaker(s) at the 2017 AOM in Atlanta.

Overview of submissions on next two pages...

Submissions	Reviewers	Keywords (CMS and the workplace)
4	20	Class issues
5	15	Corruption / Whistleblowing
6	38	Diversity
8	25	Emotions / Emotional Labour
10	11	Employee and/or Industrial Relations
8	34	Equality / Inequality
12	44	Gender Issues
9	40	Organizational Culture / Re-Structure / Development
30	77	Power / Power Relations
3	24	Professions / Professionalism
5	20	Race Issues
13	44	Resistance / Control
4	20	Technology(/ies) / Surveillance
3	18	Workplace Democracy

Submissions	Reviewers	Keywords (critical issues and themes)
3	9	Aesthetics
8	35	Corporatization / Neoliberalism
14	45	CSR / Corporate Governance
8	23	Cultural Representations / Studies of Work and Organizations
4	13	Development / Developmentalism
2	19	Elites / Meritocracy / Plutocracy
4	22	Environment / Environmentalism / Sustainability
16	44	Ethics
2	17	Financialization
4	29	Globalization / Imperialism
3	15	Human Rights / Citizenship
21	51	Identity / Subjectivity
1	17	Poverty / Bottom of the Pyramid
1	16	Privitization / Socialization
1	8	Refugees / Migrants
4	12	Social Networks
0	15	Spirituality / Religion
3	16	The Body
0	8	Unemployment / Underemployment

Submissions	Reviewers	Keywords (CMS perspectives on)
4	20	Entrepreneurship
14	49	Human Resources Management / Organizational Behaviour
5	18	International Management / Business
10	40	Leadership
9	37	Management Education / Teaching and Learning / MBAs
2	12	MNCs / TNCs
5	42	Organizational Change / Learning
3	16	Public Sector Management
5	29	Strategy

Submissions	Reviewers	Keywords (organizational forms)
5	44	Alternative Organizations
14	41	B-Schools / Universities / Think Tanks
5	30	Not-for-profit / Non-Governmental / Community Based Organizations
0	9	Organized Labor / Trade Unions
3	26	Social / Transnational Movements

Submissions	Reviewers	Keywords (critical epistemologies and methodologies)
5	21	Actor Network Theory / Process Theory
9	34	Anthropology / Ethnography / Action Research
10	32	Colonialism / Postcoloniality
2	21	(Critical) Realism
18	65	Critical Theory
3	38	Feminisms
5	9	Indigenous Worldviews
10	29	Institutional Theories / Structuration
4	16	Labour Process Theory
9	30	Management and Organizational History
4	24	Marxism
16	46	(Organizational) Discourse / Sensemaking / Storytelling and Narrative Analysis
8	25	Philosophy of Science
0	21	Political Economy and Theories of Value
3	29	Poststructuralism
5	12	Psychodynamics / Psychoanalysis
0	12	Queer Theory

Running the numbers in the CMS Division

Emma Bell, *Keele University, UK, Division Past Co-Chair*

Scott Taylor, *University of Birmingham, UK, Past Division Past Co-Chair*

The CMS division, with around 750 members, is relatively small in comparison to many other AOM divisions. Being a part of such a large organization as AOM involves working within the constraints that arise from this numerical, in addition to political, marginality. The significance of the CMS Division isn't simply correlated to size, but numbers are useful in understanding the ongoing presence and position of CMS in AOM.

In the five years 2011-2016, the CMS Division membership increased by just under 2% - compared with AOM's overall increase of 5%. More worryingly, the CMS Division's US-based membership decreased by 17% - in comparison to a 3.5% decrease in AOM overall. A more positive trend is indicated by student members in the CMS Division, which increased by almost 11% - as compared to a 0.5% decrease for AOM overall.

These are competing trends. The obvious question is: why has the Division's US-based membership declined? This could be a consequence of increasingly narrow career paths in US business schools, where academics may experience greater pressure than scholars in other regions of the world to conform to specific norms of what constitutes 'good' scholarship and education. The significant rise in student members is consistent with feedback within the Division that suggests many early career scholars find the CMS Division to be an intellectually engaging and supportive space within AOM - long may this continue. Analysis of the experience of early career critical scholars in business schools suggests that this is a complex embodied and intellectual struggle. Alexandra Bristow, Olivier Ratle and Sarah Robinson have focused on the effects of the pervasive discourse of 'excellence', especially on those of us working

in situations of structural insecurity¹. This echoes Ajneesh Prasad's argument that pressure for specific research 'outputs', and especially the reification and codification manifest in academic performance measures, can result in intellectual inertia².

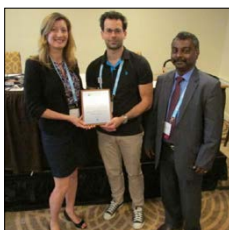
Reading these recent papers on the nature of academic work in the business school, it is perhaps easier to see why people might have an ambivalent relationship towards a Division that seeks to inter-rogate relations of power and control, including in universities. We hope, however, that the CMS Division is a space that mediates rather than intensifies the effects of such discourses on its members through articulation and exploration. This relies on asking difficult questions, of structures, cultures, and ourselves - and reflecting on the role and importance of community in supporting critical struggle and providing solidarity.

¹Bristow, A., Ratle, O., and Robinson, S. (forthcoming) Being an early-career CMS academic in the context of insecurity and 'excellence': the dialectics of resistance and compliance. *Organization Studies*.

²Prasad, A. (2013) Playing the game and trying not to lose myself: A doctoral student's perspective on the institutional pressures for research output. *Organization* 20(6): 936-948.

2016 AOM CMS Division Award Winners

Award	Author(s) / Winner(s)	Affiliation	Paper / Case Title
Best Critical Paper	Vanessa Iwowo	London School of Economics	In the Eye of the Beholder: Making 'Sense' of Leadership Development in Africa
Best Student Paper	Carma Claw Nez	New Mexico State U.	Without Reservation: The Commodification of Native Americans
Best Critical Paper on International Business	Mattia Anesa Nicole Gillespie A. Paul Spee Kerrie Sadiq	U. of Queensland U. of Queensland U. of Queensland Queensland U. of Technology	Field-Level Legitimization of Corporate Tax Minimization
Best Critical Management Education Paper (Joint Award)	Arun Kumar	Grenoble École de Management	Making History: Archives, Historiography, and Their Silences
	Katariina Outi Juusola Marjo Elisa Siltaoja	U. of Jyväskylä U. of Jyväskylä	On the Discursive Reconstruction of a World-Class: Branding Practices of IBCs in the UAE
Dark Side Case (Joint Award)	Nimruji Jammulamadaka Biswatosh Saha Manisha Goswami Bharatkumar Kacharabhai Patel	Indian Institute of Management, Calcutta Indian Institute of Management, Calcutta	Compromised Livelihoods in Vapi: What Needs to Be Cleaned Up in the Armpit of India?
	Nicole Spohr Amon Barros Marcus Vinícius Peinado Gomes	FGV-EAESP FGV-EAESP FGV-EAESP	Whose Wealth Is That? Discussing Human Rights and Mining in the Global South
Dark Side Case Finalists	Cara-Lynn Scheuer Jean Helms Mills J. Kay Keels	St. Mary's U St. Mary's U Coastal Carolina U.	Canadian Broadcasting Corporation and the Ghomeshi Sex Scandal
	Carin Sundstedt Todd Bridgman Janet Tyson	Victoria U. of Wellington Victoria U. of Wellington Victoria U. of Wellington	Revealing the 'Real Julia': Authenticity and Gender in Australian Politics
	Craig Prichard	Massey U.	Blood on the Gatepost: Managerial Conflict on the Farm
Best Developmental Reviewer (Joint Award)	Eda Ulus	University of Leicester	---
	Kai Kauffmann	University of London	---
Best Dissertation Award	Dr Saima Rifet	University of Bradford	Exploring Hybridity in the 21st Century: The Working Lives of South Asian Ethnic Minorities from a British Born Generation in Bradford



Spotlight on Saima Rifet, University of Bradford CMS Doctoral Dissertation Award Winner, 2016

Having completed my Psychology BSc Honours at the University of Bradford in 2009 I still could not decide on my future career. I knew the employment market was competitive and I was not sure I had the patience to apply for jobs, with the fear of rejection – after all I was not the best of students until this point. I had average grades and graduated with an average degree classification so I did not stand a chance compared to my peers! At the end of the summer holidays my brother asked me whether I had applied for any ‘real’ jobs (the job I had was no longer good enough because I had a degree now!).

The conversation with my brother was a wake-up call for me because I had not even given it any thought! Following a summer of fun it was now time to get my act together and decide on my career. I always enjoyed maths and really did not want to spend my life listening to the problems of others (so I thought!) so I decided psychology was a great field but not for me as a profession. My passion for maths led me to explore accounting degrees offered by business schools across the country (I hadn’t had enough of education just yet). I found that the MSc at the School of Management was highly ranked across Europe so I decided that this is my golden opportunity to get myself a quality education in a field of my interest, but that will also increase my chances to secure my future career!

I applied for the Msc in Finance, Accounting and Management – a generic management degree that gave me exposure to some amazing academics such as Nelarine Cornelius and Nancy Harding. At the same time as studying for my MSc I worked 22 hours a week to fund my studies. The MSc at the Faculty of Management changed my life – I enjoyed learning! It was a steep learning curve but I came out with an

exceptional grade and learnt that I have a huge passion for research. It was thanks to the amazing staff at the faculty that made learning so very enjoyable. I particularly enjoyed the way Nancy taught me and asked her to supervise my MSc thesis. She agreed but on the basis that we had to collaborate mostly online because she was due to be in Africa during that period. It worked perfectly! Nancy’s noteworthy commitment to her students is commendable - even when she was away for research with very limited Internet access she made time to support me!

I was no longer worried about getting a job or following a career - it felt liberating to graduate with a fantastic degree from an outstanding university, and with a fabulous grade! I felt the world was now my oyster. I continued with my part time job and decided to follow another opportunity at the Faculty – a short PGCert in Employability and Entrepreneurship (one that I am now an academic lead for). My interviewer (and module leader) was confused why I would want to join a course that is not at a higher level than my past academic achievement. I explained to her that it may not be recognised as ‘better’ than my MSc, but that is not what I was seeking – I was exploring my career options and what better than a course that considers both entrepreneurship AND employability!

My MSc had helped me significantly increase my confidence, skills, knowledge base, and appreciate my own abilities. It taught me how to network and exposed me to various networking opportunities so by the time I studied the PGCert I was actively seeking opportunities. I quickly secured a placement at the University to carry out some research. I made connections with senior staff and moved on to carry out mini freelance research projects with academics in the university and with external international businesses based in Bradford.



Saima Rifet, 2016 CMS Doctoral Dissertation Award Winner

In the summer following completion of my masters dissertation Nancy contacted me to follow up on a previous discussion about doing a PhD. She informed me of a scholarship that I can apply for, at the faculty of management. I applied and met another amazing academic, Jackie Ford. Soon after Jackie and Nancy were my supervisors on my PhD. Although I was extremely passionate, I had so much to learn – focus being my biggest weakness! Jackie’s patience was one of the few things that gave me the motivation I needed to keep trying in the first couple of years. Nancy and Jackie guided my early development towards my academic career, and have been my role models ever since.

The scholarship meant that I now didn’t need to to-and-fro between work and university, but instead I was able to take up teaching opportunities at the university! I started teaching as early as my first year and significantly enjoyed every moment of it! My interest for research rocketed during my PhD as did my pas-

sion and enthusiasm for teaching. With remarkable colleagues such as Nelarine, Hugh Lee, David Spicer, Sue Richardson, Robert Finnigan, Margaret Alipoor, I had the best support I could have asked for towards my teaching career.

From the second year of my PhD onwards, poor Nancy had 90% responsibility to supervise me. Focus was still an issue for me but her support and guidance led me to a place in my mind that I could never have imagined previously. She kept me grounded while helping me explore ideas that I was passionate about. Having already carried out life story interviews during my Masters dissertation, I knew that I wanted to continue building my skills in this area during my PhD but my topic of interest was very broad. Culture was an area I was hugely interested in, and after writing numerous drafts of my literature review in search of a research gap I finally decided to explore a field that I found was out-dated in literature so far – the working lives of British Born Ethnic Minorities. Much to my surprise this was an area unexplored, yet ethnic minorities born in the UK are expected to play a huge role in the British economy in years to come! My own life and successes towards my future career were hugely influential in deciding on my PhD research – for years I had heard disappointing stories about others in my position (British Born South Asian Ethnic Minorities) and wanted to better understand the reasons behind the issues they face, and how they may have been different from my own life experiences. Little did I know that this research topic, would lead me to a place where I would begin criticising the very categories that I was once so passionate to explore.

Having completed my PhD in April 2015, I instantly secured a fellowship at the Faculty of Health studies, with an eager aim to return back as a member of staff at the Faculty of Management and Law. My application for Human Resource Management Lecturer was accepted in March 2016 and I arranged a start date for May 2016. Once again just before I was due to leave for my holiday Nancy Harding, a proud supervisor, informed me of an award that I should apply for. With little time to write a summary of my

thesis I took her advice and applied. Following my return to the Faculty of Management and Law as a full time lecturer in the HRM/OB group (the group where all the amazing academics mentioned above are pursuing their careers) my luck continued to thrive. With Jannine Williams as Head of Group (the most considerate line manager I have ever had), Ann Cunliffe (the organiser of the biennial Qualitative Research in Management and Organization conference in New Mexico - one that blew my mind during attendance in February this year) as my research mentor, and Simon Kelly (known for his fantastic work-life balance skills and ability to manage both teaching and research so exceptionally well) as my mentor. I can't miss out my first experience as a full time lecturer – marking with

to be half a decade ago, but I had never imagined I would feel like the luckiest early career academic. All thanks to my colleagues at the Faculty of Management and Law.

The fun did not stop here – I had expected the next step would be to request for the award in my absence, as I was aware travelling to California was a costly endeavour that I did not wish to burden my faculty with. Much to my surprise, and delight, another amazing academic gave me all the support I needed, to not only collect my award but also attend the academy of management annual conference – a fantastic opportunity that I did not expect until a few years into my academic career at least. Professor Stuart Roper was highly supportive in arranging my entire trip within the space of a short

I may not have known where I wanted to be half a decade ago, but I had never imagined I would feel like the luckiest early career academic.

Andrew Smith, who taught me so much in the space of two weeks - much more than I had learnt in my previous four years of marking. He was patient with me even during his busy teaching schedule and gave me detailed feedback to support my learning! So already I knew I had made the perfect choice to return – an amazing group of people to work with, what else can I ask for?!

Three weeks into my new role I received a very casual email informing me that I had won the award for 'Best Dissertation Award of the Critical Management Studies Division for 2016'. Words are not sufficient to describe the shock that I felt – a numb feeling of not knowing how to react. My instant reaction was to inform Nancy, whom I feel deserves much more credit than me for supporting me during all the ups and downs that life brings in the midst of a PhD journey. I cannot thank Nancy enough – she is by far the best thing that happened to my academic career, followed closely by my amazing colleagues that played a significant role in guiding and supporting my development! I was a nervous student with little future prospects and now I'm going to collect an award from the Academy of Management – I may not have known where I wanted

few weeks. The rest of my colleagues at Bradford were extremely supportive and gave me lots of advice on how to manage my time at the conference to ensure I make the most of this opportunity – I could not have been better prepared! During the week I spent at the conference I had the fantastic opportunity to meet academics that I only knew on paper – in the world of academia many of these can be considered celebrities and here I was meeting these people and discussing research ideas and interests with them. Making plans for future possibilities and indulging in discussions that I would otherwise be having with their research papers! It was an absolute pleasure to meet all the academics at AOM (too many names to mention here). To make the experience resourceful I focussed on the Critical Management Studies Division because this is where I wanted to take my work in the future, and also to avoid overwhelming myself on this first visit to the AOM annual conference. I am excited now about what else there is to learn in other divisions and am hoping that I will soon return to visit AOM again, this time with a broader timetable, but staying true to my major interest in Critical Management Studies.

NOTICES

ANNUAL AWARD THE FOR THE BEST PAPER IN CRITICAL BUSINESS ETHICS

The Journal of Business Ethics was been published since 1982 under the editorship of Alex Michalos. We took over the second editor in chief role in January 2016 with two main aims regarding the type of scholarship published in the journal. Firstly, we want to widen the intellectual basis of the scholarship beyond the conventional “social science” and “normative philosophy” parallel streams that seem to dominate business ethics. To this effect we have introduced new sections at the journal including Business Ethics and Critical Studies (edited by Raza Mir), Business Ethics and Economics (edited by Julie Nelson), Business Ethics and Sociology (edited by Gibson Burrell). We have in the pipeline Business Ethics and the Humanities (to be edited by Christopher Michelson) and Business Ethics and Psychology (to be edited by Gazi Islam). Secondly, we plan to refocus the journal on ethics understood broadly. By this we mean that we will publish papers that take the ethical issues of the phenomenon under exploration as its central focus not merely as an independent variable.

JBE
Journal of Business Ethics

We see the CMS division as a place where such scholarship can thrive, with acknowledgment in this regard to the lovely late Jan Schapper. We are therefore thrilled to announce the establishment in the CMS division of an annual award the for the Best Paper in Critical Business Ethics from 2017. We thank you for your support of the journal.

Michelle Greenwood and Ed Freeman

DARK SIDE COMPETITION:

An early reminder to start planning your submissions for the Dark Side Case Competition 2017. Many of you work with critical cases, but perhaps haven't put them together into a Case format which can be shared and discussed with critical colleagues. The Competition last year was very successful and we're keen to build on that... so start thinking now, January 2017 and submission deadline comes around soon! The official call will be coming in a few weeks but we all know the deadline will be in the first half of January, and for many people, December is a busy time, so good to start planning your submission now! Do ask if you have any questions: darksidecase2017@gmail.com.

Jonathan Murphy and Fernanda Sauerbron

CALL FOR SPECIAL ISSUE PROPOSALS: Critical perspectives on international business

critical perspectives on international business (cpoib) invites proposals for special issues on topics that address international business (IB) matters from a non-mainstream, critical perspective to appear in the journal over the years 2017-2019. For more information, please visit: <http://www.emeraldgroupublishing.com/cpoib.htm>

cpoib publishes research that critically engages with the broad field of IB, including but not restricted to, issues of globalization, IB strategies, corporate social responsibility as well as power relations both within multinational firms and between multinational firms and civil society actors. A non-exhaustive list of potential themes and more information on *cpoib* in general is given in a recent editorial that is available at: <http://dx.doi.org/10.1108/cpoib-12-2015-0057>.

cpoib has recently been accepted in the Thomson Reuters Emerging Sources Citation Index (ESCI). It is indexed in Scopus and, there, has enjoyed a 16% increase in citations between 2012 and 2015. Article downloads have increased by 55% in the last three years (from approx. 25,000 in 2012 to 40,000 in 2015).

PROCESS

Prospective guest editors should submit a written proposal to the co-editors in chief, Christoph Dörrenbächer, doerrenbaecher@hwr-berlin.de, and Snejina Michailova, s.michailova@auckland.ac.nz. The proposal should include a draft call for papers, information about the guest editors and potential contributing authors as appropriate. Please click **here** for further information. For queries, please do not hesitate to contact the Editors.

Invitation for PDWs: Atlanta 2017

Stephen Cummings, *Program Co-Chair Elect (PDW Chair), Victoria University of Wellington, NZ*
Ajnesh Prasad, *Program Co-Chair Elect (PDW Chair), Tecnologico de Monterrey, Mexico*

At the beginning of this newsletter Nimruji and Latha's article wrote about the importance of 'Difference' to our division.

One of the best things about the Academy of Management is that its annual conference affords the possibility of being a bit of a dilettante, dropping into sessions and events run by many different divisions and experiencing the differences across the AOM spectrum.

While the AOM as a whole has (we believe) moved toward greater inclusivity, it is the differences that we see between CMS and the other divisions that make us very pleased and proud to be joining the executive team. The key difference for us, we think, is that being different and encouraging difference and alternative perspectives are not things that CMS has only recently embraced - it is at the very core of what we do. This is reflected in the fact that CMS is probably one of the most diverse, open, welcoming and friendly divisions in AOM; and is further evidenced in the broad-range of topics and keywords of submissions on which Banu and Paul reported. We believe that this is one reason

for why we are popular with new academics and PhD students from across a wide range of countries: a belief supported by the feedback we have received from the very Doctoral and Early Career Consortium that Mark wrote about in this newsletter and which many of you contributed to, and something we must continue to support.

However, as Emma and Scott's piece showed, the membership data is not all good news. Despite pleasing growth at the student level, we have seen a decline in American membership and growth overall at a slower rate relative to the other Academy divisions. While we do not propose that membership growth for its own sake should be our goal, we would be wise not to be complacent. Just as those who established the division worked hard to create it, we must now work hard to maintain and to build it.

There is a danger, of course, that all of our breadth and difference dissipates to the extent that it is not collectively heard; that the great scholarly and practical work that is being done by our members is not recognized by others in the Academy and beyond. Hence, we would encourage everybody to promote their and others ongo-

ing research projects and outputs through the emerging outlets that have been improved and developed over the past few years: this newsletter, the website and the twitter feed which Nadia and Patrizia have worked so well to develop. These outlets thrive on your good content!

In addition, new sponsorship initiatives are being discussed and developed by the division executive (like that sponsored by the Journal of Business Ethics, see pg. 11), and we would encourage everybody, as Latha and Nimruji have done, to encourage your schools, journals and other institutions that you represent to partner with us.

This is certainly an exciting and challenging time for CMS, and we look forward to working closely with you to further strengthening and building the division over the next five years.

Critical Hospitality Studies

Kelvin Zhang, *PhD Research Student, Edinburgh Napier University, UK*

Paul Lynch, *Professor of Critical Hospitality and Tourism, Edinburgh Napier University, UK*

Since inception, critical hospitality has experienced a considerable amount of growth. As an intellectual community, a number of hospitality scholars have contributed to its development, and have significantly broadened the field of hospitality studies. Debates have also been generated in terms of hospitality management higher education, in support of incorporating more liberal, and social sciences in the design of hospitality curricula. The establishment of the multidisciplinary social science journal, *Hospitality & Society*, also aims to further contribute to the broadening of hospitality studies by exploring its connections with wider social and cultural processes and structures. Other intellectual activities also include the recent *Critical Hospitality Studies Symposium*, which provided a multidisciplinary platform for intellectual engagements and cross-disciplinary dialogues on the study of hospitality.

Greatly influenced by the broader 'critical turn' of social science studies during the 1980s and 1990s, which advocated the development

of alternative qualitative approaches in social scientific enquiries, and the incorporation of ethical and political dimensions in knowledge creation, critical hospitality studies symbolise the theoretical broadening of hospitality from an economic activity, primarily concerned with the provisioning and management of the "holy trinity" (food, beverage and accommodation), to a social lens capable of critically examining and understanding contemporary issues faced by societies. As such, the breadth of hospitality studies has widened considerably to include topics generated from the broader social/cultural, private/domestic, and commercial domains.

In addition, informed by critical theory, which emphasises the human interest in emancipation from orthodoxies through critical reflexivity on existing knowledge, critical hospitality promotes epistemological introspection that challenges complacency and unquestioning mindsets in the field of hospitality studies. It is also concerned with the predominant functionalistic approach in the conception of hospitality with a manage-

rial emphasis, where technocratic and pragmatic interests dominate the research agenda, and attempts to question the very nature of management, as well as the sociopolitical impact of managerial practices. Critical hospitality therefore advocates employing plural social lenses to explore and understand hospitality as a sociocultural phenomenon, and encourages a multi- and inter-disciplinary approach towards the study of hospitality, as it transgresses hospitality from disciplinary boundaries, so that hospitality is studied through the major theoretical underpinnings of a variety of academic disciplines.

For more information, please contact Professor Paul Lynch (P.Lynch@napier.ac.uk), Edinburgh Napier University or visit *Hospitality & Society* (<http://www.intellectbooks.co.uk/journals/view-Journal,id=194/>)

VIDA *manifesta*

Critical Management Studies Women's Association

"I often experience feminism as energy, the energy of making feminist connections can be how we survive being depleted by doing feminist work." (Sara Ahmed, 2013)

VIDA is the Critical Management Studies Women's Association, formed in 2009. This *manifesta* offers an overview of who we are, what we aim to do, how we work, the values we stand for and the activities we are currently involved in. *Manifesta* is a feminine Italian adjective meaning 'apparent', 'obvious' or 'evident'. We use it as an alternative to 'manifesto'. 'Manifesto' has the same etymological roots as *manifesta* – the Latin *manifestum*, which translates into English as 'clear', 'explicit' or 'public' – but it is masculine.

VIDA is a feminist, anti-racist, anti-ageist, anti-classist, anti-ableist, anti-colonial, anti-heteronormative organization. We stand for equity, democracy, support, friendship, collectivism, challenge, resistance and intervention. We emphasize democratic values, solidarity and support in all of our activities. We focus on reflexivity and on developing structures that stress the need for action, accountability and change.

There has been a long tradition of activism and critical scholarship both outside and inside CMS and management and organization studies more generally. Inside the academy, there are many different forms which this work takes: book series, conference streams, special issues, equality work on University committees, mentoring programmes and so on. We therefore have a rich and significant history – and present - to draw on, and we see ourselves as very much part of this.

Specifically though the tenor of academic writing and debate in Critical Management Studies – the tendency to machismo, incredulity, one-upmanship and acidity, as well as the continuing reliance on what one brand of feminism calls the Dead White European Men - can be regarded as a particular challenge for CMS scholars who do not identify as white, heterosexual, Anglophone, middle class, able-bodied cismen. So can the low numbers of senior role models who do not identify as such in academic institutions of all kinds. Equally, those who don't identify as cismen, white, heterosexual, Anglophone, middle class and/ or able-bodied, and who are fortunate enough to find sympathetic cismen mentors may end up on the receiving end of a variety of sexist judgements about their relationships with these men.

And all of this is made yet more complicated and yet more persistent by the ways in which we just as much as white, heterosexual, Anglophone, middle class, able-bodied cismen enrol in the discourses which produce and reproduce these problematic effects. It is also important to acknowledge not only the "monotonous similarity" of academic gender relations, but also their "endless variety" (Rubin, 1975: 160) – cut across as they are by race, ethnicity, age, (dis)ability, sexuality, national origin and a whole host of other differences. We need to challenge the complexity of power relations in the critical management academy and its cognate disciplines.

As CMS scholars we often fall prey to the prejudices associated with our non-cismen genders, as well as our identifications as non-white, non-heterosexual, non-Anglophone, working class, dis-

abled and so on. We are more easily the targets of bullying and sexual harassment, are oftentimes swamped with large administrative and teaching loads and are rarely naturally included in formal but more especially informal decision-making fora. The resulting isolation is perhaps particularly difficult because we are engaged in critical management work, as we can be seen to 'rock the boat' more than most. We feel that we often occupy a place of 'double Otherness' in terms of our relationship to mainstream management studies as well as to the Centre of academia. Without necessarily attempting to define and clarify our Otherness – or indeed the differences that exist between us as a group of CMS scholars - we want to challenge in a very real and material way the 'automatisms' of academic work that reproduce existing processes and ways of being.

We are therefore a networked organisation dedicated to challenging patriarchal, racist, heteronormative, ableist, classist, colonialist and ageist practices in academic institutions and in the (re) production of knowledge *tout court*. We aim to change the ways in which we and other Others, in the critical management academy as elsewhere, are silenced and marginalized. We are working together to challenge the exclusions, oppressions and discriminations which continue to exist in CMS, and the lack of reflexivity which contributes to their perpetuation. We exist to fight against all forms of inequality – including but not limited to sexism, racism, ableism, ageism, classism, heteronormativity and colonialism - and to change the uneven distribution of material and symbolic power. We want to make a difference in academic practice: teaching, researching and managing in

our organizations and beyond, in the global CMS community.

However, VIDA is not one thing, and we do not want it to be. In many ways the use of the collective pronoun 'we' is problematic in itself as it suggests that all of us believe the same things, have the same political commitments, work in similar institutions, identify in the same ways, use the same sorts of theories and concepts in our work and so on. Our we is therefore 'we': 'we' do not want to universalize the work that 'we' do through VIDA, nor to close down debates or internal conflicts within our network.

VIDA membership is restricted to those interested in CMS and who identify as anything other than cismen. All of our activities are open to all members, but there is no requirement for anyone to join in anything in particular – or anything at all. We are a work in progress and will continue to be, so we welcome all new ideas and proposals. Some of our work will also be temporary, whereby we come together to address specific issues for a short time. This *manifesta* itself is therefore also a work in progress.

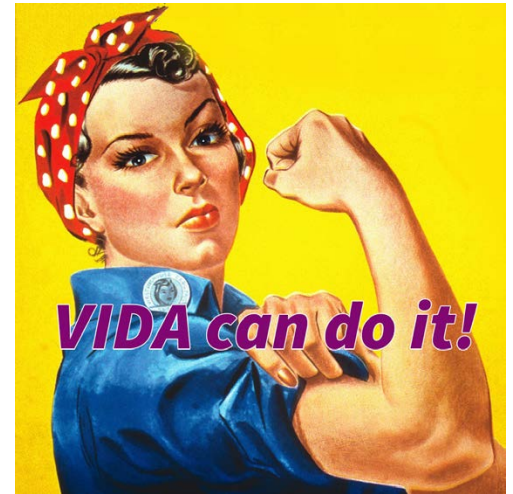
VIDA has no hierarchy – no Board or 'executive' function at all. We want as far as possible to encourage all members to suggest events; offer to run events; share events, job vacancies, funding opportunities, publications and campaigns; ask questions or ask for advice; ask for comments on ongoing work (papers, funding applications, whatever); share work in progress/ finished work/ teaching resources; and responding to others' requests and queries. Events can be one offs or serial, they can run anywhere at all (including virtually) and they can also involve one, several or many VIDA members. Everyone is welcome to use our name to 'label' the events they want to run.

We do not have any form of funding and are unable to provide any. We hope that, where possible, people will be able to draw on institutional pots of money or funding from places like the AOM CMS Division, SAMS or the International Social Research Foundation where needed.

Previously, we have run two professional development workshops at the Academy of Management conference and four critical friendship streams at the CMS conference, the Gender, Work and Organization conference and the UK and Ireland Feminist and Women's Studies Association conference.

Our current activities include the following:

- The VIDA writing project - regular online 'shut up and write' sessions where members meet to focus on writing within a supportive space.
- Critical friendship workshops where we discuss pre-submitted papers in real time, constructively and compassionately. See more about these workshops at: <https://www.timeshighereducation.com/comment/opinion/constructive-criticism-without-the-machismo/2005317.article>
- A critical friendship scheme extending beyond these events where we can reach out to each other and form pairs or larger groups to support each other with our papers, teaching and supervision, grant applications, career development, institutional pressures and so on.
- Collecting references to allow us to diversify our teaching syllabi and working towards much more diverse citation practices.
- A group to draw up a strategy challenging the changes to our working conditions in universities. Some key issues to consider include: the gender pay gap; casualization; promotion and development; harassment; mental health; and performance related pay.



- A number of stream proposals in development for CMS2017, organized by teams which include no cismen.
- A event running just before CMS2017 on critical sexism, racism, homophobia, ageism, classism, colonialism, transphobia and ableism.
- Developing ways to actively challenge the racialized, ableist, classed heteronormativity of CMS around publishing, promotion, recognition of what counts as academic work and so on.
- A meet up system for VIDA members attending conferences, especially where they don't know other delegates already.
- A closed Facebook group at <https://www.facebook.com/groups/1727793390777869/> (send us a join request).
- An anonymous blog at <https://criticalmanagementVIDA.wordpress.com>.

Consolidating Voices on the Doctoral Student Journey

Ajnesh Prasad, Program Co-Chair Elect (PDW Chair), Tecnológico de Monterrey, Mexico

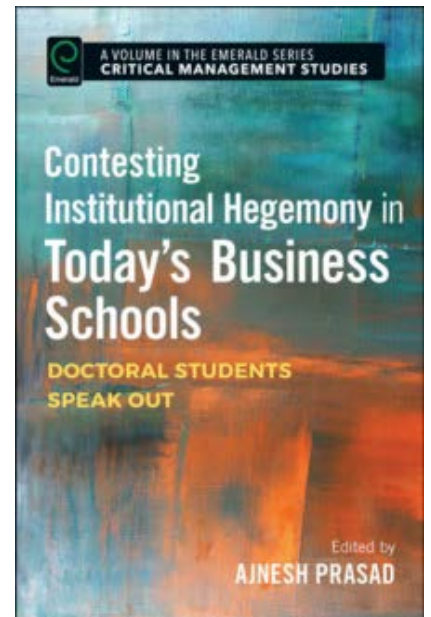
The doctoral student journey is perplexing. It is often replete with feelings of loneliness, self-doubt, and personal and professional conflict. Notwithstanding this, the journey also provides liberating spaces for intellectual and self discovery.

As I reflected on my experiences in the doctoral program (as well as those of some of my colleagues), it became quickly apparent that there was a need to account for the multitude of voices of doctoral students in an effort to better foster their professional development. Indeed, when the attrition rate of doctoral students hovers at about 50 percent, there is a responsibility cast upon members of academia – and, specifically, those charged with the task of managing post-graduate programs – to consider where things have gone awry.

With this in mind, in 2013 (a year following the completion of my own doctorate), I proposed to edit a book devoted to the doctoral student experience. I invited the authors of the chapters – all of whom are doctoral students or early

career researchers – to use narrative approaches to delve into specific aspects of the doctoral journey. The outcome of this effort is the edited book, *Contesting institutional hegemony in today's business schools: Doctoral students speak out*. Appearing in print in September 2016, the book was published by Emerald as part of its Critical Management Studies Series.

While each chapter engages with personal reflections, the themes covered in the book will relate, directly or incidentally, to the experiences of many students working towards their PhDs in business schools today. Indeed, the chapters cover such topics as: addressing the imposter syndrome; ethically navigating intimate relationships between professor and student; the need for greater self-compassion; negating the institutional pressures for research output; creating spaces to do non-mainstream research; managing conflictual life roles of student, worker, and parent, and; dealing with trauma and crisis. Chapters have been written by, among others, Hadar Elraz, Rebecca Gill, Paulina Segarra, Celeste Wells, and



the CMS executive's own, Nadia DeGama and Gabie Durepos.

My intent when originally proposing the book – and which I maintain hope for at present – is for it to open up a broader dialogue on how the needs and the interests of our field's doctoral students can be better served going forward.

Special issue call for papers

Organizing feminism: Bodies, practices and ethics

Guest Editors:

Emma Bell, *Keele University, UK*
Susan Meriläinen, *University of Lapland, Finland*
Scott Taylor, *University of Birmingham, UK*
Janne Tienari, *Aalto University, Finland*

Submission deadline: 30 November 2016. Papers should not be submitted before 1 November 2016.

Read the full call for papers here:

http://www.tav institute.org/humanrelations/special_issues/Organizing%20feminism.html

We invite contributors to consider the following indicative themes:

1. *Bodies.* We welcome empirical evidence and theorizing on the distinct materiality of embodied experiences of the workplace. While materiality and the body have mainly been perceived as constructs of discourse in earlier feminist theorizing, we seek to encourage contributions that discuss materiality of the body as itself an active force, focusing on the agency of lived experiential bodies. Such a framework avoids biological materialism that disregards the effects of culture, on the one hand, and cultural determinism that neglects the corporeal body, on the other.
2. *Practices.* We encourage contributions from scholars who analyse the different contents (causes fought for) and forms (ways of organizing) feminist activism in contemporary workplaces and policy settings. We also invite scholarship that aims to specify forms of interplay between feminist theorizing and political activism in and across organizations.
3. *Ethics.* We invite new empirical evidence and theorizing on connections between contemporary feminisms and different forms of workplace ethics, such as moralities based on an ethic of care, to invite scholars to consider the relatedness that constitutes social organization and the organization of social groups.

Contributors should note:

- This call is open and competitive, and the submitted papers will be double-blind reviewed by experienced scholars in the field.
- Submitted papers must be based on original material not accepted for publication by, or under consideration for publication with, any other journal or publication outlet.
- For empirical papers based on data sets from which multiple papers have been generated, authors must provide the guest editors with copies of all

other papers based on the same data to ensure a unique intellectual contribution is being made.

- The guest editors will select a limited number of papers to be included in the special issue. Other papers submitted to the special issue may be considered for publication in other issues of the journal at the discretion of the Editor-in-Chief.
- To be considered for this Special Issue, submissions must fit with the Aim and Scope of *Human Relations* as well as the call for papers and papers should also adhere to *Human Relations* submission requirements – see http://www.tav institute.org/humanrelations/submit_paper/guidance.html
- Papers should be submitted through the online system <http://mc.manuscriptcentral.com/hr>
- Please indicate in your covering letter that your article is intended for this special issue.
- The special issue is intended for publication in early 2019.

The guest editors of this special issue would be happy to be contacted directly with queries relating to potential submissions:

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Susan Meriläinen	susan.merilainen@ulapland.fi
Scott Taylor	s.taylor@bham.ac.uk
Janne Tienari	janne.tienari@aalto.fi

Special Issue Call for Papers

Qualitative Research in Organizations and Management

Re-Conceptualizing Good Research in Organization and Management Studies

Special Issue Guest Editors:

Nadia deGama, *Anglia Ruskin University, UK*

Sara R. S. T. A. Elias, *University of Victoria, Canada*

Amanda Peticca-Harris, *Grenoble Ecole de Management, France*

Thematic Focus of the Special Issue (SI)

Criteria for evaluating the rigor and trustworthiness of qualitative research were popularized with Guba's (1981) focus on credibility, transferability, dependability, and confirmability. These guidelines, however, have been criticized not only for stemming from positivist research—mirroring reliability and validity measures—but also because of the attempt to universally apply these criteria to justify what constitutes good research (e.g. Amis & Silk, 2008; Brinkmann, 2007; Devers, 1999; Johnson, Buehring, Cassell, & Symon, 2006; Tracy, 2010). In this Special Issue (SI), we play with the “virtual cult of criteria” (Tracy, 2010, p. 838), aiming to provoke a conversation about what makes good qualitative research, from different theoretical traditions. As the parameters of what makes for good qualitative research sway, so do the ways in which researchers depict the qualitative research process. However, as Punch (1986) suggests, “[A]uthentic and candid accounts of the backstage story of research projects are few and far between” (p. 18). A number of scholars working within various qualitative traditions (e.g., Behar, 1996; Cole, 2013; Cunliffe & Alcadipani, 2016; Davies & Spencer, 2010; Donnelly, Gabriel, & Özkazanç-Pan, 2013; Koning & Ooi, 2013; Peticca-Harris, deGama, & Elias, 2016) have begun to unpack

how qualitative research is conducted, suggesting that it may not be a politically- or emotionally- neutral or straightforward process. While these scholars have endeavored to problematize the dominant tendency to neuter the research process and to present it as a ready-made and by-plan design, the majority of published qualitative studies continue to omit, sanitize, or gloss over the difficult encounters and micro-politics that researchers inevitably experience in the field, thus marginalizing and stigmatizing these critical experiences.

As Donnelly et al. (2013) have attested in their SI in *Qualitative Research in Organizations and Management*, there are “stories behind the stories, inclusive of the emotions, frustrations, and challenges that go along with research” (p. 5). We would like to build on this body of research to continue challenging the way in which a certain kind of methodological rigor and relevance has been elevated and privileged within academic research. That is, our objective is to interrogate, unsettle, disturb, and disrupt the idea of parameters, criteria, rigor, and trustworthiness for qualitative research. In doing so, we seek paper submissions that problematize what is good research by revealing dilemmas and choices that we, as researchers, are forced to navigate, some arising

from the hegemonic, institutionalized pressures that blanket and silence the political landscape of academia (see Koning & Ooi, 2013). We aim to render the invisible aspects and vulnerabilities of research visible while creating a space for greater methodological pluralism (e.g. Harley, 2015). The result, we hope, is to create a forum for discussion about the alternative ways in which good qualitative methods and methodologies can be imagined, evaluated, and accepted in the broad research community.

Outline of the Call for Papers

We invite submissions that advance qualitative inquiry, either theoretically or empirically, by exposing and exploring researchers' “blind wanderings” (Van Maanen, 2011, p. 153) and the emotional baggage that they carry as they navigate the research process. As Cunliffe and Alcadipani (2016) suggest, “we need to ‘relax the taboo’” (p. 2) when we share our own emotionally- and politically-laden ‘tales from the field.’ As such, our SI attempts to problematize the process of what makes good research by promoting a new wave of reflections on traditional qualitative questions; in doing so, we hope to turn the interrogative gaze onto ourselves. We are looking for narratives that are critically reflexive of the research process; those that question, for example, our own selfish desires to be the good academic while ignoring not only ourselves, but also others—our research participants.

Overall, paper submissions should aim to answer the following question: How can we problematize and re-conceptualize good research in organization and management studies? We invite

papers that explore—but are not restricted to—the following questions:

- How do current expectations and understandings of good research affect the research process? How can these be problematized (if at all) as a means to advance qualitative inquiry and the way we publish our work?
- How is research legitimated as good? What does this process look like and what are the power dynamics at play?
- What are potential tensions arising from the pressure to conduct good research? How are these currently being (mis)managed in academia?
- What propels researchers to hide their research struggles and what are the implications of academic secrets to the research process?
- What ethical dilemmas do qualitative researchers face when trying to do good research? What is the role of corporeality and materiality in good field research? How do researchers' bodies and material artifacts affect the research process and interactions with research participants?
- How might the current discourse surrounding good research be re-imagined and re-constituted?

Anticipated Deadlines

The deadline for submission is **March 31, 2017**. Manuscripts should be a maximum of 10,000 words in length (including tables, figures and references) and should conform to the normal submission guidelines for *Qualitative Research in Organizations and Management*:

http://www.emeraldgrouppublishing.com/products/journals/author_guidelines.htm?id=qrom

Please also note that there will be a pre-submission 2-day paper development workshop for interested authors at Grenoble Ecole de Management in

Grenoble, France January 25 – 26, 2017. For those who are unable to physically attend the workshop, we will also be offering this workshop in an online format. The deadline for paper proposals (up to 2 pages) for the writing workshop is November 30, 2016. Paper proposals should be emailed directly to the guest editors. Although participation in the workshop is recommended, it is not a prerequisite for submitting a paper to the SI. For further infor-

mation about the SI or the pre-submission writing workshop, please contact the guest editors of the SI:

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JOB POSTING

Position Rank: Full Time Tenure Stream - Assistant Professor

Discipline/Field: Business and Society

Home Faculty: Liberal Arts & Professional Studies

Home Department/Area/Division: Social Science

Affiliation/Union: YUFA

Position Start Date: July 1, 2017



The Department of Social Science, Faculty of Liberal Arts & Professional Studies, York University, invites applications for a tenure-stream position in Business and Society at the rank of Assistant Professor to commence July 1, 2017. More information about the Department can be found at <http://sosc.laps.yorku.ca/>; more information about the Business and Society Program can be found at <http://buso.sosc.laps.yorku.ca/>.

The successful candidate will have a completed PhD in one of the social sciences, an interdisciplinary social scientific program or a related field (e.g., ethics, political philosophy, history, critical management studies), and; will demonstrate excellence or the promise of excellence in teaching, and research and publications. There is a strong preference for candidates who can teach from a critical, interdisciplinary perspective in the areas of The Firm or Business and the Environment. Candidates must have the breadth and versatility to teach the core courses of the Business & Society undergraduate program. The ability to teach courses in more than one of the program streams and expertise in heterodox economics would be a major asset.

Candidates will demonstrate an ongoing program of interdisciplinary research in the field and will have publications appropriate to their stage of career. The successful candidate must be suitable for prompt appointment to the Faculty of Graduate Studies. Pedagogical innovation in high priority areas such as experiential education and technology enhanced learning is an asset.

York University is an Affirmative Action (AA) employer and strongly values diversity, including gender and sexual diversity, within its community. The AA program, which applies to Aboriginal people, visible minorities, people with disabilities, and women, can be found at www.yorku.ca/acadjobs or by calling the AA office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

Applicants must submit a signed letter of application outlining their professional experience and research interests, an up-to-date curriculum vitae, a sample of their scholarly writing (maximum 50 pp.), and a teaching dossier, and arrange for three signed confidential letters of recommendation to be sent to: Professor Amanda Glasbeek, Chair, Department of Social Science, Ross Building, S754 York University, 4700 Keele St, Toronto, Ontario, Canada, M3J 1P3. Email: soscjobs@yorku.ca (Subject line: "Business and Society Appointment")

The deadline for applications is November 15, 2016. Salary will be commensurate with qualifications and experience. All York University positions are subject to budgetary approval.

Posting End Date: November 15, 2016

<http://webapps.yorku.ca/academichiringviewer/viewposition.jsp?positionnumber=1625>

.....
**UPDATE ON OUR
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FOLLOWERS



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INCREASING

