

The Critical Management Studies Division is a forum within the Academy for the expression of views critical of unethical management practices and the exploitative social order. Our premise is that structural features of contemporary society, such as the profit imperative, patriarchy, racial inequality, and ecological irresponsibility often turn organizations into instruments of domination and exploitation. Driven by a shared desire to change this situation, we aim in our research, teaching, and practice to develop critical interpretations of management and society and to generate radical alternatives. Our critique seeks to connect the practical shortcomings in management and individual managers to the demands of a socially divisive and ecologically destructive system within which managers work.

AN ETHIC OF CARE IN THE CRITICAL COMMUNITY

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

The critical research and education community has been compared to many different things: a radical political group, a social movement, a teenager, a group united only by its disparity. In our role as co-chairs of the CMS Division of AOM, we'd like to introduce one further way of thinking about and, we hope, experiencing CMS - as a group that practices an ethic of care.

We have all heard stories and had experiences of symbolic violence in academic life, whether in written and verbal form. The peer review process, especially for more prestigious journals, frequently provides an anonymised forum for reviewers to brutalise our carefully prepared manuscripts, or an opportunity for power and authority to be asserted from the editorial and authorial side of the process. Conferences and workshops can also be harsh, unforgiving arenas, intellectually, physically, and emotionally.

We don't see this as inevitable. Experiments in open peer review

(when signed manuscripts are sent to reviewers and signed reviews are published alongside the final paper), suggest that community relations can be dramatically improved if authors and reviewers are encouraged to think of each other as collaborators rather than competitors. CMS division reviewers have an AOM-wide reputation for generous developmental engagement with paper submissions, which often contributes to publication even when the submission is not accepted for presentation at the annual meeting. PDWs at AOM have become considerably more popular in recent years, perhaps as a result of their more collaborative developmental orientation. CMS as a community is already recognised as supportive, with community members regularly sharing ideas and resources related to research and teaching, for example via our listservs.

This indicates that CMS at AOM and in the parallel, overlapping communities that meet at biennial CMS conferences, the Indian Academy of

Management and the Australia New Zealand Academy of Management, is already a forum for practising an ethic of care that challenges unreflexive disembodied rationalism and aggressive masculinism. This ethic encourages more trusting social relations, collegiate mutualism, and a

concern with well-being as much as performance. CMS as a community has pioneered post-modern and post-structural approaches to analysing organization and management. Perhaps it can also be in the forefront of developing a post-patriarchal ethic of care.¹

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¹ Bell, E., Meriläinen, S., Taylor, S. & Tienari, J. (2015) 'An ethic of care within Critical Management Studies?', in Prasad, A., Prasad, P., Mills, A. & Helms-Mills, J. (eds) *The Routledge Companion to Critical Management Studies*. Abingdon: Routledge.

Making meaning out of “Making Organizations Meaningful”: A critical engagement

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

Calling all CMS scholars! We invite submissions falling within the scope of the **division's domain statement** for the scholarly program at the Academy's 2016 meeting in Anaheim.

As critical management scholars, the meeting's theme, *Making Organizations Meaningful*, resonates with us deeply, particularly around issues of power, politics, inclusive and diverse workspaces/places, and voice/representation, among many other dimensions. In considering the myriad ways in which CMS scholars can engage with the theme, we invite discussion of and engagement with questions such as the following, while very much remaining open to other possibilities:

- How does power and how do power relations impact the way we understand meaningfulness in/about organizations and work? In what ways do we make

impact our daily lives, the Academy itself takes center stage as we grapple with the institutional and individual pressures placed on us every day and the ways in which we make sense of, cope with, and resist these pressures. In this context, we have noticed that the practice of meaningful-ness is not accomplished easily. In the growing neo-liberal university, what are the possibilities for meaningful work, interactions, and relationships?

All of the above, and much more, provide rich topics for critical inquiry. We particularly welcome scholarly papers (theoretical and empirical) and symposium proposals addressing the conference theme. For those who do not wish to engage directly with the conference theme, we also invite papers and symposium proposals related to the **CMS domain** that not only advance scholarship within the Academy

CALL FOR REVIEWERS: OUR COMMUNITY NEEDS YOU!

The success of our Division's scholarly program very much depends on as many members as possible signing up as reviewers. The more members signing up, the less review work each reviewer will need to do. Even if you are not intending to submit or attend, we very much encourage you to sign up as a reviewer, too. Our strength as a community comes from as many members as possible participating as fully as possible to lighten the load for everyone. The Division recognizes the valuable role played by reviewers through its award for Best Developmental Reviewer. So, please click here and sign up today, and encourage your critter friends and colleagues to do so, too!

meaningful workplaces through the interplay of power relations across intersectional differences of gender, race, class, etc.?

- What makes an organization meaningful? What is the Other of meaningful? And what are the rules of recognition around the labeling of something as meaningful, particularly in organizational contexts?

- What are some ways in which we can consider resistance as a form of making organizations meaningful? How can we theorize the relationship between resistance and meaningful organizations?

- Organizational meaningfulness does not arrive out of nowhere, fully formed. What are the conditions of possibility that allow us to say something is meaningful? What does the process of making the organizational meaningful look like in practice? Where does the mess go?

- In the broader nexus of business and society, how can we consider the ways in which organizations are made meaningful through the symbolic and material? How does an organization become meaningful, to whom and under what conditions?

- Indeed, as we consider the conditions of possibility in the organizations that

but also develop epistemic and political pluralism within the CMS Division as it contends with its own challenges of perspective and representation. In addition, we encourage submissions that cross division and interest group boundaries to engage members from across the Academy; in particular, we encourage symposium proposals with multiple division co-sponsors.

By all means, contact us (banu.ozkazanc-pan@umb.edu; paul.donnelly@dit.ie) if you would like to discuss a potential submission, especially for a symposium, but please do so no later than December 16, 2015.

The **Academy's submission system** opens on November 10, 2015, and the deadline to submit is January 12, 2016, at 5pm ET (NY Time). All submissions will be subject to a peer review process. We strongly recommend perusing the helpful submission information on the **Academy's website** concerning **Program Session Types, Submission Guidelines, Submission Process, and Rule of 3 & Ethics** prior to submitting.

We very much look forward to receiving your papers and symposium proposals and to seeing as many members as can make it in Anaheim in August 2016.

CMS Division Awards

As part of the scholarly program, the Division will present a number of awards recognizing:

- Best Paper
- Best Doctoral Student Paper
- Best International Business Paper
- Best Critical Management Learning and Education Paper
- Best 'Dark Side' Case Study
- Best Doctoral Dissertation
- Best Developmental Reviewer

Please refer to the **Division's website** for more detail on these awards. We will celebrate all award recipients at the Division's meeting in Anaheim.

Making Organizations Meaningful: How members can contribute to CMS Professional Development Workshops

Mark Learmonth, *Durham University, UK, PDW Chair*

It is that time of the year when we ask our members to put their creativity to work and craft professional development workshops (PDWs) that will captivate the interest of the Division's members, along with those of other related divisions, at the Academy's 2016 meeting in Anaheim. As a meeting theme, "Making Organizations Meaningful" presents a great framework on which to hang critically inspired PDW possibilities. After all, the meaningfulness of an organization is its expression of purpose, values

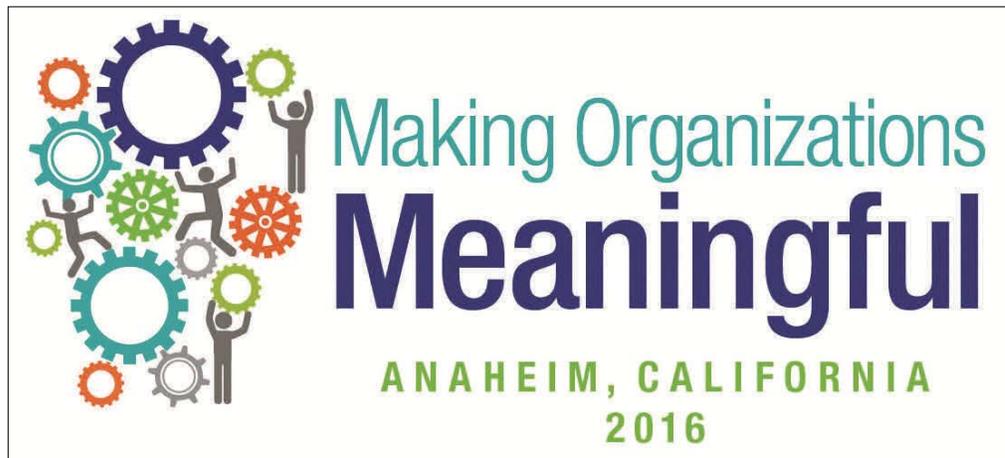
fundamental epistemological issues underlying what we usually take for granted about the nature (and meaning) of organizing.

Of course, I'd also very much welcome proposals that address issues unrelated to the 2016 theme, as long as they are consistent with the CMS domain. In addition to all of the above, I am interested to hear from members who are makers of (short) documentaries, creators of art and photographs, writers of poetry/drama/short story/spoken word, or composers

ties for co-sponsorship). They afford spaces to explore and experiment with new formats, in addition to building on designs that have worked over the years, to question the status quo and propose alternative ways of seeing and doing organizing. They also offer possibilities to partner and collaborate with local groups and alternative organizations in developing proposals that could be delivered off-site.

So do contact me (mark.learmonth@durham.ac.uk) to discuss ideas you have for a proposal, but do so as soon as possible, so there is time to work with you and you have time to then develop your proposal well in advance of the deadline: **12 January 2016**.

I am also in the early planning stages for the Division's 2016 Doctoral and Early Career consortium. In the spirit of collaborative work, I'd like to enlist everyone's help both in developing the consortium and in making it the best experience possible for participants. As part of the planning, I'd like to hear from the many strands within our community – doctoral, early career, mid-career, and senior career scholars – to help develop a highly interactive consortium that meets the developmental needs of our student and early career members.



or worth. It involves a sense of significance that goes beyond material success or profitability, highlighting how organizations – of all types, not just corporations – can play a larger and more positive role in the world. The theme also invites us to look subversively at processes of meaning creation and how meanings can emerge that do not necessarily serve the interests of the people who we usually regard as being in charge of organizations. It also invites us to look again at

of music of all kinds, all in keeping with a CMS ethos. If this is you, please contact me as soon as possible, as I am interested in experimenting with such creative possibilities as part of the PDW program.

All in all, PDWs present opportunities to engage critically, creatively, developmentally, interactively, inclusively and provocatively with topics/concerns of interest to our members, to likeminded practitioners, and to members of other divisions (offering possibili-

Ethics and Inclusion: A collective responsibility

Sarah Gilmore, *Portsmouth University, UK, Representative-at-Large (Ethics and Inclusion)*



In a former life I was a National Officer for a major UK trade union organising within the public sector. A substantial proportion of my work involved service conditions responsibilities in the area of local government as well as utilities like gas, water and electricity that had been in public ownership but were privatised in the early 1990s. The other part of my work involved working with what were termed 'self organised groups' and focused on specific workplace-based issues concerning women, lesbian and gay, disabled and black members. This was the element of my job that I felt most personally connected to. When it went well it was joyous, but when problems occurred – as they frequently did – the experiences of working them through were often demanding and demoralising.

In many respects it was these experiences that led me to a simmering interest in psychoanalysis

and eventually to CMS as I stumbled my way to making sense of about 15 years of service conditions and self-organised work. As the recently co-opted representative-at-large with responsibility for ethics and inclusion, some of these experiences have resurfaced in a smudged, vague way tempered by age and forgetting. Right now I offer these simple views based on those experiences. Ethics and inclusion are not my responsibility. No one can take this on as a job on behalf of the community – I can instigate, suggest, reflect, and organise but this work is yours and it's yours as a collective for as long as the CMS Division exists. I am your help but let's be clear where responsibility lies. It's ours or it's nothing. If CMS means something to us, it will hurt all the more when it fails to live up to our expectations, hopes and desires. Other divisions can do all kinds of things and I might personally get very 'exercised' by any poor conduct, bland or normative thinking and so on. But this won't hurt me as it would if it took place in CMS. For better or worse, in addition to my own university, this is my academic home. There are very few alternative spaces where I could be accepted and valued and I suspect for many critters there isn't any other place or vehicle for work, understanding, challenge and support. This places an additional responsibility for ethics and inclusion that other divisions might not experience so acutely but it's a wonderful responsibility for us.

6th International Doctoral Consortium 2016

Stefanie Ruel, *Athabasca University, Canada, Organizing Committee Chair*

The sixth International Doctoral Consortium on Management and Organizational studies will take place in Halifax, Canada from June 8th-10th 2016.

This event has grown considerably in the past six years, originally founded by two Canadian business schools — York University's PhD program in HRM and Sobey Business School, St Mary's University — it is now co-sponsored by thirteen universities or university departments: Athabasca University, DBA (Alberta, Canada); BIMTECH, PhD Business (Uttar Pradesh, India); EPABE FGV School of

University of London (UK); Radboud University of Nijmegen Business School (the Netherlands); Sobey Business School, St Mary's University (Nova Scotia, Canada); UFRGS – The Federal University of Rio Grande do Sul (Porto Alegre, Brazil); University of Eastern Finland (Finland); University of the Free State (South Africa); UMass, Boston (USA); and York University, School of HRM (Ontario, Canada).

Last year, our consortium welcomed 39 students and 17 faculty members from 16 schools, 8 countries and 5 continents. A full and robust agenda was offered that allowed students to engage with a wide range of topics within management, human resources and organization studies with a keynote address from Dr. Puskala Prasad, Skidmore University, and Dr. Anshuman Prasad, University of New Haven. Drs Prasad and Prasad presented their talk, "Decolonizing (Critical) Management Studies: Global Shifts and the Search for Relevant Knowledges." In addition, a round of social activities was offered, so that attendees could experience more of charming Halifax, and to further dialog with other students and faculty.

This year, we welcome Drs. Karen Ashcraft and Peter Simonson as the IDC 2016 keynote speakers! Karen is a professor of Organizational Communication at the University of Colorado Boulder and her research is focused on organiza-

tional and occupational formations (identity, culture and mode of governance). She recently received the Best Article of the Year Award from the Academy of Management Review on empirical work on the historical evolution and contemporary organization of professional identity. Peter is an associate professor at the University of Colorado, Boulder also and his research is focused on rhetoric, media and the history of communication from historical, cultural and philosophical perspectives.

During the three-day consortium, students will be exposed to a wide variety of faculty workshops and are given the opportunity to present, discuss and debate topics and methods key to the study of management issues. Through a variety of presentation sessions and informal conversations, all doctoral students will have a chance to discuss various research ideas and receive feedback. Additional rich dialog is anticipated during the variety of social activities that are planned.

We are looking forward to seeing you at the International Doctoral Consortium in June 2016! Please check out our website page for further information at <http://www.smu.ca/academics/sobey/phd-mgmt-international-doctoral-consortium.html>



International Doctoral Consortium

Administration, (Rio de Janeiro, Brazil); Jyväskylä University School of Business and Economics (Jyväskylä, Finland); Health Management Science, Oulu University (Oulu, Finland); Queen Mary,

Critical Management Studies Division – Academy of Management

2016 Doctoral Dissertation/Thesis Award

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

Submitters must have completed a critical Ph.D. dissertation/thesis in the period 31st March 2015 – 1st April 2016 and successfully completed the formal examination process required to pass, including a viva voce and revisions if applicable.

What is ‘critical’? The domain statement of the CMS Division states:

The Critical Management Studies Division serves as a forum within the Academy for the expression of views critical of established management practices and the established social order. Our premise is that many structural features of contemporary society often turn organizations into instruments of domination and exploitation. Driven by a shared desire to change this situation, we aim in our research, teaching, and practice to develop critical interpretations of management and society and to generate radical alternatives.

Sample topics include but are not limited to:

- critical theories of the nature of managerial authority, managerialism and resisting it
- critical perspectives on identity, affectivity, rationality, and subjectivity in organization/management
- critical assessments of emerging alternative forms of organization;
- critical perspectives on business strategy, globalization, entrepreneurship, technological innovation, e-working, management consulting practices;
- critical analyses of discourses of management and management development including post and decolonial approaches;
- critical perspectives on political economy, class, gender, race; profit-imperative and the natural environment;
- critical epistemologies & methodologies.

For more information about the Division and CMS see <http://cms.aom.org/> and <http://www.criticalmanagement.org/>

Submission Process

Submissions must comprise three documents:

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

Submissions must be received by April 1st, 2016 sent as pdf email attachments to Nimruji Jammulamadaka (email nimruji@iim-cal.ac.in). Submissions will be reviewed by two members of the CMS Division with expertise in the area of the dissertation/thesis. Submitters will be informed of the outcome by May 31st. The award will be presented at the CMS Division business meeting at the Academy of Management Annual Meeting, 5-9th August 2016, Anaheim, California, USA. The winner receives a prize sponsored by Organization and a two year subscription to the journal provided by SAGE.

“DARK SIDE XV” CASE WRITING COMPETITION

Jonathan Murphy, *Cardiff University, Representative-at-Large*

Deadline for Submissions: January 12, 2016, 5:00 p.m. ET (New York time) via the AOM submission system (the submission system opens November 10 2015).

The Critical Management Studies (CMS) Division of the Academy of Management (AOM) is pleased to sponsor the Dark Side XV Case-Writing Competition. Now in its fifteenth year, the Dark Side Case Competition is designed to encourage and acknowledge the development of cases that provoke reflection and debate on the “dark side” of contemporary organizations. Unlike mainstream cases, critical cases constitute a fundamental challenge and radical alternative to mainstream corporate and management conceptual frames, mental models, values, paradigms, practices, processes and systems. The competition is sponsored by the Sobey School of Business PhD programme, St Mary’s University of Halifax NS, Canada that will award the best case with a \$500 cash prize (to share between co-authors).

RATIONALE:

Business and management school case libraries are almost exclusively devoted to “best-practice” cases profiling business decisions faced by what are generally considered to be well-managed firms. The cupboard is relatively bare when instructors look for cases on the more typical, merely average firm, or on really scandalously bad practices, or on the sometimes bad consequences of much-praised practices. We challenge this “bright side” bias for several reasons:

- “Dark side” cases can tell us a great deal about weaknesses of the broader system of business and of our society;
- There are a large number of organizations that do very well for one set of stakeholders (e.g., owners) at great expense to other stakeholders

(e.g., workers or local communities); and

- Our students deserve materials that prompt them to think through the scope of feasible and appropriate action if they happen to find themselves confronted with such practices.

Contrary to dominant pedagogical and case writing imperatives, critical management scholars believe that teaching cases should provide a dimension of critical evaluation of business practices through the exploration of a wide range of perspectives that extend beyond the views and interest of management and ownership, and beyond the isolated goal of profit generation. Critical cases are an opportunity for students to challenge and improve upon mainstream objectives of contemporary capitalism rather than just reproduce them.

TOPICS & CRITERIA:

Submissions to the Dark Side Case Competition are invited from faculty, students, those working in industry, activists, or anyone else who has experience or research to write up. We are looking for teaching cases – not research papers about case studies or otherwise. Our goal is to encourage the development of first-rate classroom materials that generate discussion around “dark side” issues. Results of the previous years of the competition are posted at the CMS website (<http://group.aomonline.org/cms/competitions/darkside.html>).

We encourage submissions examining a range of organizational and social issues including, but not limited to:

- Cases focused on labor relations – instructors in this area are especially eager to see cases that raise issues about the difficulties workers encounter in organizing unions and otherwise expressing voice at work.
- Cases focused on environmentally harmful

practices – we need to understand better the factors that entice firms to pollute, and how these conditions might be changed.

- Cases that explore issues of gender, race and class, and the deep structures of power that marginalize, oppress and silence individuals and groups
- Cases that articulate real-world effects of the assumptions, values, and theoretical and organizational systems of our current capitalist paradigm and offer alternative ways of seeing and being (for example, based on indigenous, spiritual, human rights, or other perspectives)
- Cases that examine the paradox of technology as an element of our environment that enables and constrains individuals
- Cases that address aspects of the current year’s AOM overall theme are particularly welcome. In 2016, the AOM’s theme of “Making Organizations Meaningful” can be particularly relevant for those with a critical perspective. For more on the theme see: <http://aom.org/annualmeeting/theme/>.

We would like also to encourage participants to use innovative formats in their cases, such as role play, videos etc.

The award selection criteria include:

- The use of a critical perspective which provides an alternative to mainstream management analyses;
- The importance, from a critical perspective, of the issues raised;
- The quality of the underlying research: we encourage solid background research consistent with the nature and purpose of the case;
- The quality of the presentation (including clarity of the writing; organization, appropriate use of exhibits, tables appendices etc);

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- The originality of the pedagogical supports (videos for example);
- The utility of the accompanying teaching note (guidelines follow);

If cases have previously been presented in a public forum such as online case collections, submission should list these fora and provide a link to any online resource. While we believe that cases are different from scholarly papers and benefit from development through iteration, we are looking for innovation in both content and approach.

All submissions should include a teaching note, which should include:

- A synopsis of the case;
- A statement describing how/why the case is a critical case;
- A brief description of the research behind the case;
- Suggested courses including course level (undergrad/grad) and course type (policy, OB, OT, MIS, Labor Relations, etc.);
- Guide questions that make explicit the issues raised by the case and the importance of these issues from a critical perspective; suggested answers should be included and the answers to the guide

questions should draw out managerial and organizational implications of the situation and of the recommended plan(s) of action as well as generating some discussion on how the case relates to relevant theories;

- A suggested teaching plan (issues and time allocation/issue);
- Reference list of related readings;
- A case update, if available.

Please note that the “best case award” will go to the best case study – not to the worst offender!

The author(s) of the winning case will receive a plaque and US\$500, to be presented at the CMS Business Meeting in Anaheim. The other finalists will receive a certificate.

Entries to the competition will be judged entirely on the written material provided by authors. The presentations at the Symposium session will not form part of the competition process but will allow the case writers the opportunity to discuss, refine and develop their cases.

Please be aware that submitting a case to the competition in and of itself constitutes a commitment that you will be available to present your case

at the Dark Side Symposium in Anaheim AND that such participation will not violate the rule of 3+3, in the event that you are one of the five finalists.

Individual authors should not be involved in more than three cases. Where possible, cases should be submitted in Word format. Please put all identifying information and contact details on the front page only, and begin the second page with the title of the case.

Inquiries should be addressed to the competition organizer Jonathan Murphy at murphyj3@cf.ac.uk, once again with the subject line Dark Case Competition.

Submission and Reviewing Information

In order for the finalists to have their names in the printed program, the submission system has been integrated with the AOM conference submission system. The Dark Side Competition forms part of the CMS Division's Scholarly Program. Participants should submit their case as a 'paper' via the AOM submission system, and the first three words of the paper title should be 'DARK SIDE CASE:' – followed by the title of the case study. (The AOM submissions system opens on November 10 2015).

Please, as a security, also email your submission to the organizer Jonathan Murphy. Send to murphyj3@cf.ac.uk, again with the subject line.

Entries to the competition will be reviewed by an international panel of reviewers and based on the reviews, the competition organizers will select 3- 5 finalists. Authors of these best cases will present them at a symposium session in the CMS Division's main scholarly program at the 2016 AOM Conference in Anaheim, USA. From the finalists, 1 entry will be selected for the “best case award”.

Call for national CMS convenors

Jonathan Murphy, *Cardiff University, Representative-at-Large*

The CMS division has been growing steadily over the past few years, not just in numbers but also in diversity.

We now have members from 49 countries, including 14 countries with at least 10 members and another 6 with five or more.

We see many of you at the Academy of Management conference, whether in the academic programmes, the CMS Business meeting, or our social events. Many of you, of course, carry out various tasks and duties for CMS division and the broader Academy.

We would like to continue to emphasize the international, indeed the global dimension of the Division, and in particular communities of CMS Division scholars around the world. With that in mind we are

proposing to create the position of National Convenors.

The role of National Convenor can be quite flexible in terms of activities and responsibilities. Of course, the activities that can be carried out depends to a large extent on the size of the national membership in the respective countries.

However some of the activities we feel would be suitable for national convenors would be:

- Organizing country-based events under CMS division sponsorship
- Promoting the division's activities in their country circles (for example our calls for papers, PDWs, Dark Side case competition, etc.)
- Organizing informal get-togethers for your CMS compatriots at the annual Academy meetings

We will be writing directly to the members from each of the better-represented countries, to ask for nominations and self-nominations. We would also welcome volunteers (and nominations) to contact Jonathan Murphy, Division executive member responsible for membership, directly at murphyj3@cardiff.ac.uk.

In the happy event that more than one person from a country volunteers, we would put you in contact with each other to agree on a nomination. And, of course, co-convenors would be very welcome, and indeed encouraged!

We plan to launch the initiative with an event at the Anaheim conference that will bring together all the national convenors to plan future activities. We'll keep you informed as to the format and timing of that event, of course.

ON THE UNINTENDED BENEFITS OF PRINT

Terry Clague, *Senior Publisher, Routledge*

Imagine a book. Chances are you're thinking of a printed book, possibly in hardback. Certainly there's materiality involved – especially for readers who set themselves the ever-evolving but socially important task of thinking and researching critically (about management or anything else). Yet the printed book is often assumed to be headed toward a nostalgic realm alongside other media vessels such as betamax video, cassette tape and the floppy disc. So, our imagined, Platonic form of the book is far from the reality of how “content” is consumed today. Except that it isn't.

After the initial excited race to digitize backlists and soft furnish libraries with eBooks, print sales remain dominant. At the same time, dedicated eReaders are being usurped by other, more monetizable devices. All the while, the evidence mounts up that deep reading requires print. Is all this going to be enough to save print from the technological solutionists? Perhaps not, so let's consider the unintended benefits of print and the dirty secrets of eBooks.

By “unintended”, I mean benefits that are less tangible, less measurable – the best kind. First and foremost

is what I will term “subtle bragging”. The art of subtle bragging is nearly impossible in the digital world. There is absolutely no digital equivalent for decorating your home and workplace with books that you have read (or pretend to have read). This is the ultimate subtle brag – “look how well read I am”, you don't have to say. “Look at the culture that permeates my very being.” What can the digerati do? Project spines of books onto their walls? How vulgar! Talk loudly about how many books they've read and what variety? How lurid!

Then there's the relative effort required to skim read print books. We've all acquired books thinking we know what we want from them only to get drawn in by other elements we didn't even know we wanted to know. Print books also sustain bookshops, which unintentionally creates the relationship between bookseller and book buyer. In stocking a bookshop, a bookseller won't be distracted by an algorithm. The bookseller may therefore introduce readers to ideas and worlds their previous reading would never have led them to discover.

The messy world of print publishing also unintentionally creates a more magical reader experience, with

our tiny human brains having to creatively remember the positioning of words, phrases and feelings during a book – aided and abetted by those vehicles for sniping, humour and reference, footnotes and indices. Compare and contrast the humanoid eBook reader struggling to recall if a favourite line was 18% or 27% into the content.

Other unintended benefits of print vary from reader to reader – how can an eBook (which is literally nothing) compete with the smell of print? The feel? The giftability? The portability? The throwability?

In fact, the only unintended benefits of eBooks are on the dark side. You doubt me? Next time you see someone reading a Kindle, stop and wonder whether the anonymity of their Minion-sheaved content delivery device grants them the licence to read without thought. What's to stop them reading only ghost-written celebrity memoirs, the works of Russell Brand or even a Palgrave Pivot?

Terry Clague happens to be a Senior Publisher at Routledge.

QUALITATIVE RESEARCH IN MANAGEMENT AND ORGANIZATION CONFERENCE

March 22nd – 24th, 2016 | Albuquerque, New Mexico, USA

Dialogue, Disruption and Inclusion



Photo credit: MarbleStreetStudio.com

Keynote Speakers

Michelle Fine

Distinguished Professor of Social Psychology
City University of New York, USA

John Shotter

Emeritus Professor of Communication
University of New Hampshire, USA

The 'linguistic turn' seems to have become a broad term used to describe both a philosophical position and research methodologies that bring the interrogation of language and its constitutive nature sharply into focus. In organization studies it has led to an interest in discursive, narrative, textual, symbolic and communication-based research that examines the relationship between language, organizing and managing. The two keynote speakers have been advocates for more fully human forms of organizing and researching. From their own perspective, each has been concerned with the possibilities of dialogue for disruption: disrupting our ways of thinking, acting and generating knowledge in and through dialogue. Michelle Fine engages in critical participatory action research in schools, prisons and communities, to address issues of injustice, exclusion, dispossession and contested subjectivities. Her concern is not just to theorise, but to interrupt and change. John Shotter has long been interested in disrupting and refiguring inquiry from 'aboutness' to 'witness' thinking, to a kind of before-the-fact 'in process' thinking instead of the after-the-fact 'cause & effect' thinking we do currently in response to events that have already happened. He is interested in participatory forms of life and inquiry in a world of living, embodied beings: to movements of feeling and moments of judgment. Both are embedded in working with communities in inclusive dialogical ways.

The aim of QRM 2016 is to explore the implications of dialogue, disruption and inclusion in researching organizational life in diverse situations and cultures. We welcome proposals that address these issues in a substantive way as a topic of study, and/or from a methodological perspective. We also want to build on the initiatives of

QRM 2008, 2010, 2012 and 2014 in providing opportunities for qualitative researchers to debate and explore multiple ways of theorizing and meaning-making.

The conference will consist of two streams. Stream 1 will focus on exploring how dialogue, disruption and inclusion play through our research in terms of topics of study, their influence on methodology, and how they may be implicated and as constitutive of the research experience. Stream 2 will address more general issues relating to methods, voices and ways of writing qualitative research.

We encourage paper, panel and other forms of presentation that explore philosophical, conceptual and methodological issues in researching organizational life from a qualitative perspective. Contributions can be from a variety of epistemological perspectives and a range of disciplines including management and organization studies, accounting, marketing, communications, cultural studies, information and decision sciences, sociology, psychology, education, health and public administration.

In addition, we will be running two workshops on March 22nd from 1 – 4pm for participants who may be interested: 'Organizational Research as Improvised Choreography: Addressing Multiplicity' and 'Enacted Methods Online: Using Visual and Participatory Approaches in the Digital Age'.

Prospective contributors should send an extended abstract of up to 1000 words, via email, to Ann Cunliffe at a.cunliffe@bradford.ac.uk by December 12th, 2015. The abstract should also include name, contact information, and submission stream.

Further details will be available on the Conference Website at: <http://www.bradford.ac.uk/management/qrm2016/>

Conference organizers and contact information:

- Ann L Cunliffe, University of Bradford, UK
- Karen Locke, College of William and Mary, USA
- Rafael Alcadipani Fundação Getulio Vargas, Brazil

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