

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.

CREATING ETHICAL AND INCLUSIVE SPACES IN CMS

CMS Division Executive: Emma Bell, Paul Donnelly, Nadia de Gama, Patrizia Hoyer, Nimruji Jammulamadaka, Mark Learmonth, Raza Mir, Jonathan Murphy, Banu Ozkazanc-Pan, Latha Poonamallee and Scott Taylor

Recent interactions at CMS meetings have led to concern that there are instances of sexism and sexual harassment taking place within the CMS community. In the context of academic work, concerns about gender and power are often unspoken, and such practices are sometimes considered the norm. This is a troubling irony given the significance that our Division accords to issues of power when they arise in other organizational contexts.

The AoM Code of Ethics states that 'AoM members do not engage in unfair discrimination based on age, gender, gender identity, race, ethnicity, culture, national origin, religion, sexual orientation, disability, socioeconomic status, or any basis proscribed by law.' The code adds that the organization and its members are 'committed to providing academic and professional work environments that are free of sexual harassment and all forms of sexual intimidation and exploitation.'¹ The document goes on to state that:

AoM members do not engage in sexual harassment. Sexual harassment is sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature, occurs in connection with the member's Academy activities either: (1) is unwelcome, offensive, or creates a hostile environment, and the member knows or is told this; or (2) is sufficiently severe or intense as to be abusive by a reasonable person in the context. Sexual harassment can consist of a single intense or severe act or of multiple persistent or pervasive acts.

As we know from countless organizational examples, codes are no guarantee of ethical behaviour and can have the opposite effect, by

enabling complacency and taking responsibility away from individuals for their own ethical decision making. However, we believe that the AoM Ethics Code provides a useful starting point through which we can start to surface these concerns within the CMS Division.

A counterargument to this might be that sexism is potentially found throughout the AoM and the CMS community should no more take it upon itself to address this issue than any other Division. We accept that these practices are likely to be widespread. However, our primary focus and concern is with shaping what happens within the CMS community. As a Division, our central purpose involves challenging oppression and domination. It would be hypocritical if we did not seek to transform oppressive and exploitative behaviours in our own community, while at the same time making it our primary task to enable their transformation through critique in the contexts which we study.

While it cannot be expected that all members of the CMS community will always act in the interests of challenging power and domination in their everyday organizational lives, surely the very concerns of the CMS Division mean that there is a shared ethical and political commitment to creating and maintaining spaces where practices such as sexual harassment are deemed unacceptable? This is crucial to maintaining and reinvigorating the CMS community by attracting younger and newer scholars of all genders, many of whom are actively looking for spaces where such oppressive and exploitative practices are challenged. And yet tragically, it is often these most junior and least

powerful members of the CMS community who are the target of sexism, sexual harassment and other sorts of gendered violence.

A further counterargument that might cause us to shy away from this issue is that we cannot expect CMS members to behave better than anyone else. This is related to the notion that within all organizational communities there will be occasions of transgression. Yet this argument gets dangerously close to the 'few bad apples' rationale which we see operating in other organizations, as the establishment seeks to externalize and resolve a problem by scapegoating and sacrificing a single individual. Once the perpetrator has been expelled, the organization can declare the problem resolved. As we know, this fails to tackle the cultural and structural conditions that give rise to this behavior and, all too often, it is just a matter of time before it rears its ugly head again.

So, what is to be done? Together with members of the International CMS Board and organisers of the 2015 CMS conference we want to generate an institution-level response to this issue. We therefore intend to establish a role of 'Representative for Ethics and Inclusion'. Sarah Gilmore, a former Representative-at-Large for the CMS Division who has extensive experience in dealing with gender and diversity issues in organisations in her earlier career, has agreed to take on this role for a two year period, after which this will become an elected position. Over the coming months, we will be exploring ways of developing this role so it provides a practical channel through which issues of concern, with special regard to academic power imbalances, such

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as between supervisor and doctoral student, can be raised and discussed. This is crucial, for it is in remaining hidden and unspoken that these issues are allowed to flourish.

Yet this should not imply that by investing a single individual with responsibility for these issues, they have been addressed. Instead, it remains an ongoing individual and collective task to be attentive in challenging gendered violence and everyday sexism, including practices which some may consider trivial, as the source of an underlying oppression of women in the academy. Finally, while we hope that the creation of a Representative for Ethics and Inclusion will provide a practical focus on sexism and gender, we also hope that this initiative will speak to all and any concerns about equality, justice and integrity in CMS.

¹ AOM Code of Ethics, 2006, p. 2

Looking Back At 2014-15: A Message From Our Outgoing Chair

Raza Mir, *William Paterson University, USA*

As the dust settles on the AOM meetings in Vancouver 2015, it is a good time for me as the outgoing chair to take stock of the CMS division's progress over the past few years.

The good news is that we are in excellent shape. Our membership has grown by 6% over the past year, and we have gone through a successful review of our division status by the AOM. Our treasurer Rosalie Hilde has ensured that we are in good financial shape as well!

More importantly, the division continues to cement its status as a valuable critical space in AOM, where the taken-for-granted assumptions about utilitarianism, managerialism, neo-liberalism and a variety of unexamined prejudices in organizational research can be subjected to scrutiny and critique. Our program in Vancouver was excellently curated by Banu Ozkazanc-Pan and Paul Donnelly (PDW) and Latha Poonamallee and Nimruji Jammulamadaka (main program), and we saw a jump in our

attendees at different sessions. We continue to nurture future critical scholars through a variety of formal and informal programs, and have a substantial participation from under-represented countries. During the Vancouver meetings, I met a new set of aspiring critical scholars, who found themselves affiliated with mainstream programs, and had experienced tremendous loneliness in their intellectual and academic journeys. While they felt validated in the CMS space, this phenomenon underscores a new set of challenges. How do we create a space where these scholars find ways to stay connected to the CMS community on a continuous basis? Our fledgling attempts at creating a virtual and social-media space becomes even more urgent and imperative, and it is heartening to see that our new Executive Committee colleagues Nadia deGama and Patrizia Hoyer are setting such an infrastructure in place. Jonathan Murphy is thinking of ways in which we can reach out to potential members, and I am sure we

will be able to grow our membership through better communicative practices.

There will always be challenges, and the fiercely democratic ethos of the division will continue to foster dialogue. There are those in our community who worry that the mandate of CMS is being diluted (coopted) at the AOM. That is a trend that we must continue to guard against. I firmly believe that a clearly articulated critical orientation is much more important than growth for its own sake. At the same time, we need to be available and responsive to those in the AOM who feel a critical calling, but are relatively unaware of the presence of this community. Likewise, we need to relentlessly examine our own assumptions and failings. There should be no room in our division for the enactment of power imbalance, be it sexism, pathological faculty-student interactions, or any other form of discrimination. To that end, the division has begun an audit of such practices in our own community,

which will be anchored by Sarah Gilmore. We will continue these conversations in the years to come.

I look forward to the leadership of Emma Bell and Scott Taylor this year, and thank Gavin Jack for his mentoring presence as he cycles out of the AOM leadership. I remember Jan Schapper with fondness and sadness; she began the leadership cycle with Gavin, but unfortunately passed away before she had a chance to pass the torch on to me. A hearty welcome to Mark Learmonth, who will run the PDW program in 2016. Finally, this year, I will be responsible for conducting elections for the future leadership of the CMS division, and I welcome anyone interested to participate in the election process.

Let us never forget, we are the solidarity division!

AOM CMS 2014

Overview of the Main Scholarly Program

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



With the British Columbia Labor Heritage Center in close proximity to the Convention Center, the location of this year's Academy of Management was very fitting for our division. This was also a first for the program being jointly chaired by two people operating from two different time zones. Like any social experiment, it was not without its ups and downs but the two of us brought our different strengths at play to create what we believe was an exciting and engaging program for those who participated and attended.

The main program opened with two traditional paper sessions on the dynamics of manufacturing management education, and a reflection on doing discourse as critical work. They were followed by

three other paper sessions, one of which is the annual favorite, presentations by the Dark Side Case Studies competition finalists. Our paper sessions drew old friends and comrades who exemplify our community and new ones who we may have inspired to look at the world through a critical lens.

All the symposia on this year's program were co-sponsored by allied divisions thus freeing up precious time that allowed us to include a variety of scholarly papers that were submitted. Our division's showcase symposium explored the privatization of global governance and power asymmetries in partnership with IM and PNP divisions. Our division also co-sponsored showcase symposia of other divisions such as ONE, SIM, GDO, and OB. As usual, our Main Social event was well attended, and

Michigan Technological University's sponsorship helped us extend our budget for the event.

For a lot of us, the Academy of Management is too big, almost a carnival. For a lot of us, the camaraderie and fellowship of the CMS division is the one thing that keeps us coming back to the annual Academy of Management Meeting. This year was not different. With an incredible group of people, interesting ideas, great speakers, and terrific socials, we left renewed in our commitment to the division, its remit, and membership. We wish to close with our heartfelt thanks to everyone involved in the division, and especially our dedicated band of reviewers.

Reflections on the Division's PDW Program and Doctoral and Early Career Consortia at the Academy's 2015 Meeting

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

As the Division's outgoing PDW Co-chairs, we are delighted to share our reflections and experiences from the Academy's 2015 Meeting in beautiful Vancouver, BC.

For the PDW Program, we received 22 promising proposals, twice the number of the year prior. Due to the Academy's formula for calculating the amount of program time per division, we had an allocation of 16 hours and no session could be under 90 minutes. Thus, we were quite constrained in the number of proposals we could accept. Nonetheless, through limiting each workshop to 90 minutes along with negotiating an extra half hour (by starting the program at 7:30am on Friday!), we were able to accommodate 11 high-quality and interactive PDW sessions, to include the Doctoral and Early Career Consortia.

The PDWs addressed issues of relevance and importance for our community, as well as speaking directly to the Academy theme of Opening Governance. We were happy to curate a series of workshops that spanned different geographies, institutions, nations, and streams of research within our community. Moreover, we were mindful to be inclusive of both established and emerging scholars in order to foster the next generation of CMS scholars and scholarship.

To this end, our planning around the Doctoral and Early Career Consortia focused on delivering a great developmental experience for participants, along with building a community well beyond the Academy meetings. While we looked after the Doctoral Consortium, we invited Alexandra Bristow, Olivier Ratle, Sarah Robinson and Sophie Tessier to organize and run the Early Career Consortium on foot of a PDW proposal they had submitted.

For the Doctoral Consortium, we accepted 24 of the 27 applications received, while all 19 applications for the Early Career Consortium were accepted. The consortia opened with a presentation from Alexandra, Olivier, Sarah and Sophie on "Making a Difference as a CMS Academic". Then, each consortium broke out for interactive sessions tailored to participants' developmental needs.

Grouped according to their stage in the dissertation process, the doctoral students met with established CMS scholars for round-table discussions on questions and concerns they had raised in their applications related to research, teaching, publishing and careers. Meanwhile, working in groups and plenary, the early career scholars focused on making a difference as a CMS academic through transformative action.

In addition, consortia organizers established mentoring matches between participants and

more established CMS scholars whose area of research and experiences were well suited. In order to provide the most productive relationship, while being mindful of the limited consortia time, we asked each mentoring pair to meet up at a mutually agreeable time during the Academy meeting.

Feedback was overwhelmingly positive from the consortia and the mentoring matches, and this structure will most likely become the model for CMS doctoral student and early career consortia and mentoring in coming years.

One area where we would like to encourage continued conversation is the desire of many doctoral students and early career scholars to stay connected to each other and to the CMS community in an ongoing fashion, rather than only at annual meetings. By supporting these students and scholars, our community can continue to grow in an inclusive and global fashion.

By way of thanks, we'd like to recognize colleagues who so generously volunteered their time to act as mentors and discussion leaders during the consortia and beyond. Our sincere thanks to Alexandra, Olivier, Sarah and Sophie for all the work they did in planning, organizing and running the Early Career Consortium. Our thanks also go to the College of Business, University of Massachusetts Boston, and Manchester Business

Continued on page 5...

School, University of Manchester, for their generous financial support of the consortia.

We also wish to thank all of the PDW session organizers and participants; we hope you found the sessions to be very rewarding. And, finally, a big thanks to our colleagues on the Division's executive for all their encouragement and support throughout.

Of course, the Division's PDW and New Member Social provided for an enjoyable end to a busy two days and it was wonderful to welcome over 150 old friends and new to the event.

We wish incoming PDW Chair, Mark Learmonth, all the best in the year ahead. And, as incoming Main Program Co-chairs, we look forward to sharing our ideas for the Academy's

2016 Meeting theme, *Making Organizations Meaningful*, in due time!

All our best,
Banu and Paul

Thanks to the Early Career Consortium organizers:

- **Alexandra Bristow**, (University of Surrey, UK)
- **Olivier Ratle**, University of the West of England, UK)
- **Sarah Robinson**, University of Leicester, UK)
- **Sophie Tessier**, (HEC Montréal, Canada)

Thanks to the Doctoral Student Consortium round-table discussion leaders:

- **Todd Bridgman**, Victoria University of Wellington, NZ
- **Bill Cooke**, University of York, UK
- **Jeanie Forray**, Western New England University, US
- **Yiannis Gabriel**, University of Bath, UK
- **Sarah Gilmore**, University of Portsmouth, UK
- **Mark Learmonth**, Durham University, UK
- **Arturo Osorio**, Rutgers, New Jersey, US
- **Scott Taylor**, University of Birmingham, UK

Thanks to the for their financial support of the Doctoral and Early Career Consortia:

- **College of Business**, University of Massachusetts Boston
- **Manchester Business School**, University of Manchester

Thanks to the Doctoral Student Consortium mentors:

- **Paul Adler**, University of Southern California, US
- **Emma Bell**, Keele University, UK
- **Marta Calás**, University of Massachusetts Amherst, US
- **Gabrielle Durepos**, Mount Saint Vincent University, Canada
- **Albert Mills**, Saint Mary's University, Canada
- **Raza Mir**, William Paterson University, US
- **Banu Özkazanç-Pan**, University of Massachusetts Boston, US
- **Ana Maria Paredo**, University of Victoria, Canada
- **Nimruji Prasad**, Indian Institute of Management, Calcutta, India
- **Craig Prichard**, Massey University, New Zealand
- **Chris Steyaert**, University of St. Gallen, Switzerland
- **Hugh Wilmott**, City University London / Cardiff University, UK
- **Suzanne Wood**, University of Washington, US

Thanks to the Early Career Scholar Consortium mentors:

- **Bill Cooke**, University of York, UK
- **Ann Cunliffe**, University of Bradford, UK
- **Rick Delbridge**, Cardiff University, UK
- **Yiannis Gabriel**, University of Bath, UK
- **Gavin Jack**, Monash University, Australia
- **Richard Marens**, California State University, Sacramento, US
- **Banu Özkazanç-Pan**, University of Massachusetts Boston, US
- **Martin Parker**, University of Leicester, UK
- **Olivier Ratle**, University of the West of England, UK
- **Sarah Robinson**, University of Leicester, UK
- **Michael Rowlinson**, Queen Mary University, London, UK
- **Sierk Ybema**, Vrije Universiteit, Amsterdam, Netherlands

Message From Our Incoming PDW Chair

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

Having joined the CMS Executive for the next five years, first as the 2016 Professional Development Workshop (PDW) program chair, I'd like to introduce myself and also give a sense of some of my thinking for the Division's PDW program at next year's Academy meeting in Anaheim.

I want to do all I can over the next few years to build on the foundations laid by my predecessors, as well as try to put something of my own stamp on the Division. I have been coming to AoM most years since 2003 (the year I completed my PhD) following a seventeen year career as a manager in UK health care, so I have worked in one of the best examples of the success of practical socialism in the world. Perhaps because of these experiences, I retain a desire to do something critical that matters within society – even if I (sometimes) wonder why, in that case, I became an academic! I certainly feel comfortable within the CMS Division, though I'm also happy to work with other divisions to foster collaborations – always on condition, of course,

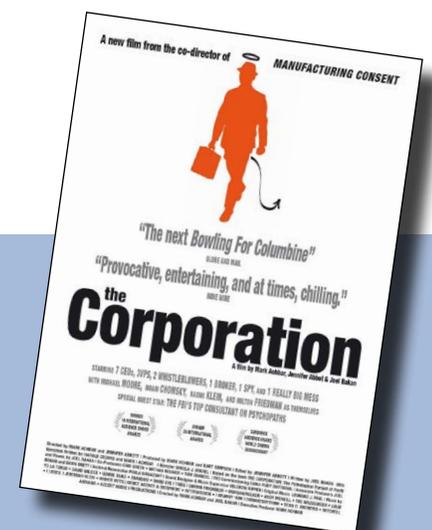
that we share similar “critical” impulses. In terms of my personal research interests, I am particularly interested in finding new ways in which to represent organizing – especially ways that are disruptive to elite groups and that create opportunities for resistance among people who don't enjoy much prestige or power. In this regard, I'm increasingly seeing the potential of the humanities (especially the study of novels and films) for reimagining the identities both of organizations, and those who work within them. Like many others, I'm also increasingly dissatisfied with the actual effects of CMS on the world, so am trying to think about ways in which this problem might be addressed – without compromising a critical ethos.

As far as next year's PDW program is concerned, the theme is “Making Organizations Meaningful.” As the AoM website puts it: “the meaningfulness of an organization is its expression of purpose, values or worth. It involves a sense of significance that goes beyond material success or profitability; rather, it highlights how organizations can play a larger and

more positive role in the world.” In other words, the theme presents a wide range of possibilities for critically inspired PDW possibilities, though I'd also like to receive any other topics that relate to CMS – not necessarily just those that are directly linked to the theme. Also, while I'd like to explore “different” formats – including those inspired both by my interest in doing something concrete for organizations as well as my attentiveness to the humanities – I will also welcome more traditional formats that have continued to work over the years. What is needed are all kinds of creative, inclusive and provocative proposals that engage critically with the meeting theme or with more general concerns of interest to Division members, practitioners, and to members of other divisions (offering possibilities for co-sponsorship). So, keep an eye out for the call in the coming weeks. In the meantime, start thinking how to be as critical and creative as you can.

The Corporation: A Review

Joel Bakan's *The Corporation* is a film that's just over a decade old but on watching it again in a little cinema in downtown Vancouver I was struck by how many of the themes and issues it raises still dominate the political and economic landscape today: whether that be the power of elites, sustainability of the planet, or the social and moral responsibility of business. The Q&A following the film demonstrated Joel's eloquence and insightfulness regarding these issues and highlighted that he plans to put together a 'sequel' to the film. It'll be interesting to see what the 'Corporation 2' tells us about the pathological power of business 10 years on.



2015 CMS Division PDW and New Member Social

This year's CMS Division PDW and New Member Social was yet another success. After a busy two days, our doctoral and early career scholars had an opportunity to unwind and connect with other members of the CMS division - an enjoyable time was had by all! We would once again like to thank all of the PDW session organizers and participants for your continued support in making this such a rewarding experience.



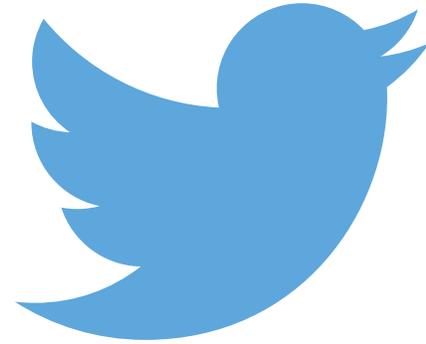
2015 AOM CMS Division Award Winners

Award	Sponsor	Winners Details
Best Critical Paper	Organization	How does dialogue really take place in a democratic transition?, Jonathan Murphy, Cardiff University and Virpi Orvokki Malin, University of Jyväskylä
Best Doctoral Student Paper	Organization	An investigation into silent coping by NGOs in Third world countries, Kamalika Chakraborty, IIM Calcutta
Best International Business Paper	Critical Perspectives on International Business and Emerald Group Publishing	Exploiting the poor in faraway locations: A corporate guide, Hamid Vahidnia, Texas Tech University, Hans Hansen, Texas Tech University, Leila Forouhi, Texas Tech University
Best CMS Reviewer		Kevin John Burgess, Cranfield University
Best Critical Management Learning and Education Paper	Management Learning	The case method as invented tradition: Revisiting Harvard's history to reorient management education, Todd Bridgman, Victoria University of Wellington, Stephen Cummings, Victoria University of Wellington, Colm McLaughlin, University College Dublin
Dark Side Case Study Competition Winner	Sobey PhD (Management), St Mary's University	<p>Winner</p> <p>'What's good for the goose is good for the gander', Lesley Simons, The Case for Women, Debrapatim Purkayastha, IBS Hyderabad</p> <p>Finalists</p> <p>'A Dark Side case study of American Airlines Flight 587: The paradox of advanced technology', Amy Fraher, University of Birmingham</p> <p>'Trickster Devices: Misappropriating cultural capital', Joseph Gladstone, New Mexico State University, Carma Claw Nez, New Mexico State University</p>
Doctoral Dissertation Award Winner	Organization	'Remembering and forgetting in organizations: A study of mnemonic politics and collective memories in a British charity', Hamid Foroughi. PhD done at Henley Business School, UK; now working at Cardiff University

Follow Us On Twitter

You might already know that the division has joined the 21st century and now runs a Twitter account – we'd like to encourage you to follow the division's activities, interests and concerns there by following @**cms_aom**. You'll find notifications on conference calls, workshops and symposia, news on the latest developments in the world of work and organizing, (self-) critical assessments of the academic apparatus, and be (even) more sensitized to ethical, humanitarian, ecological or social inequality concerns – and the occasional bad academic joke. If you don't use Twitter but would like to share some interesting readings with the 200 or so people from the CMS community already following, please send a news link, call for papers, blog link or whatever to communications representative-at-large **Patrizia.Hoyer@unisg.ch**.

Thanks for spreading the word further and – stay tuned!!



We Have A New Website!

What is the new CMS website URL:

Over the last 18 months the Division has been working with a small company based in Australia, Twist Top <http://www.twisttop.com.au/>, to redesign and revive the webpages hosted by AoM. This work has been funded by member dues and sponsorship. Here is the new site:

<http://cms.aom.org>

What are the CMS website aims and objectives:

The site is designed to do three things: provide news about CMS at the AoM annual meeting (PDWs, paper sessions, keynote and activist sessions, social activities); provide links to the wider CMS community (the International Critical Management Studies Board and the biennial CMS conference, local workshops and activities); and distribute news about the CMS community (division newsletters, Twitter archive for CMS_AOM https://twitter.com/cms_aom). There's only one objective – to contribute to the development of critical management research and education.

As a member of CMS at AOM, how do I post to the CMS website?

The website is open to all to follow and read, not just AoM/Division members. If you'd like something posted, either use the twitter feed to link to it, or send a link, document, or message to the volunteer website maintenance folks:

Katya Chertkovskaya | Ekaterina.Chertkovskaya@fek.lu.se

Ozan Alakavuklar | ozanadir@gmail.com

Spotlight on Hamid Foroughi CMS Dissertation Winner

Cardiff University

Tell us a little bit about yourself:

I finished my PhD in management at Henley Business School (University of Reading) in February 2015. In the lead up to finishing my PhD, I also worked as a teaching fellow at Cardiff Business School. Before joining Academia, I worked as a researcher and consultant in the International Development sector, IT and Construction sector for 6 years. And before that I worked as a tutor in creative Maths in Iran for two years.

What are your main research interests?

Broadly I'm interested in HRM practices in Civil Society Organizations (CSOs) and Critical analysis of HRM and Organizational Change Management. More specifically, I work on identification processes, symbolism and mnemonic practices, and the way they influence collective action, power relations, and social/organizational changes. In terms of research methods, I am interested in empirical

research using ethnographic methods and discourse analysis techniques and theories, such as storytelling, rhetoric and psychoanalytic analysis.

What is your PhD thesis about?

In my PhD dissertation, I focus on studying the political function of collective memories in organizations. I introduce new theories on collective memory to Organization Studies to show how different organizational actors can use mnemonic tools, i.e. cultural forms that assist in remembering an event, to influence the distribution of advantages within an organization. A key outcome of my research is to deepen understanding of managerial control (and workers' resistance) through a focus on the hegemonizing effect of collective memories. I also offer a critique of professionalization discourse in CSOs, by showing how it could lead to the silence of Non-professional workers on matters of history that are relevant to their sense of identity.

Tell us about any current or upcoming projects

I believe that the research on collective memory has much potential to offer insights on various organizational level constructs, such as identity, conflict, and control. So I think reading and writing on collective memory will keep me busy for a while. I am currently working on two research papers and hopefully many more to come.

Besides my interest in collective memory, my fieldwork made me aware of a paradoxical dilemma for many CSOs, which are under tremendous pressure by donors, including the government, to become more 'business-like'. These reforms, however, could trigger new challenges, such as an increased bureaucratization, the loss of the charity ethos, a higher employee turnover and a potential mission drift. Building on my existing relationship with a number of CSOs, I hope to be able to investigate this matter further in a long-term ethnographic study.

What are your career plans?

I am joining the faculty at the University of Portsmouth this autumn. I am very excited to get to know my new colleagues at Portsmouth. I will also continue my research collaborations with colleagues at Cardiff University. I look forward to developing joint research projects with senior scholars in other leading universities, such as University of Bath, Queen Mary University and Copenhagen Business School, which have dedicated research groups on organizational narrative, memory or identity.

Any final remarks?

I want to thank my supervisors, Ismael Al-Amoudi, Evelyn Fenton and John Hendry, my thesis examiners, Andrew Brown and Steve Downing, as well as others who offered advice on my thesis, specially, Yiannis Gabriel and Steve Brown. I also want to thank my wife, Aoife, whose unconditional support was a *sine qua non* for the successful completion of my PhD.



Mark Stanton, SAGE; Craig Prichard, Organization co-editor in chief; Hamid Foroughi, Cardiff University

JOB POSTING

Position Rank: Full Time Tenure Stream - Assistant Professor

Discipline/Field: Business & Society

Home Faculty: Liberal Arts & Professional Studies

Home Department/Area/Division: Social Science

Affiliation/Union: YUFA

Position Start Date: July 1, 2016



Department of Social Science

The Department of Social Science, Faculty of Liberal Arts & Professional Studies, York University invites applications from qualified candidates for a full-time tenure-stream Assistant Professor position in the area of Business & Society to commence July 1, 2016. Applicants must hold a PhD (or completion by July 1, 2016) in one of the social sciences, an interdisciplinary social scientific program or a related field (e.g., ethics, political philosophy, history, critical management studies). Applicants should have an ongoing program of interdisciplinary research which focuses critically on the conduct and regulation of business, economic affairs and their social implications. Demonstrated excellence or the promise of excellence in both teaching and in research and publication is expected in at least one of the following areas: social economy; law, governance & policy; ethics in economics & business; heterodox economics; sustainable business & alternative economic development; business, inequality & social exclusion. The ability to teach courses in more than one of the program streams would be a major asset. In addition, applicants should have the breadth and versatility to teach the core courses of the Business & Society undergraduate program (see: <http://www.yorku.ca/laps/sosc/busof/>). The successful candidate must be suitable for prompt appointment to the Faculty of Graduate Studies.

The deadline for applications is October 30, 2015. Salary will be commensurate with qualifications and experience. All York University positions are subject to budgetary approval.

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.

Candidates should submit a signed letter of application, a curriculum vitae, a statement of teaching and research interests, samples of scholarly writing, and a teaching dossier including institutional teaching evaluations (where available), and arrange for three signed confidential letters of reference to be sent directly to: Professor J.J. McMurtry, Chair, Department of Social Science, S754 Ross Building, York University, 4700 Keele St., Toronto, Ontario, Canada, M3J 1P3. Email: ela@yorku.ca - (Subject line: "Business & Society Position")

Posting End Date: October 30, 2015

Research as Community Practice: A Workshop in Memory of Ralph Stablein

Craig Prichard, *Massey Business School, New Zealand*

On Friday of last August's AoM conference in Vancouver I hosted an event entitled "Research as Community Practice; A Workshop in Memory of Ralph Stablein". (here's the link to proposal for the event: <https://db.tt/diBUX-vcM>). About 40 people came. For an hour or so we sat in a big circle and discussed the contribution of one of our colleagues who died of cancer on January 1, this year. We talked about Ralph Stablein's contribution to the critical study of management and to our own thinking as part of that. The event was full of deep philosophical engagement, humour, emotion and a celebration of the value of critically-engaged academic work. What we learned from the event is that Ralph had made a tremendous contribution to each of us and conse-

quently to all of us. Ralph never wrote a lot. His intellectual contribution was largely in his discussion, in his korero (Maori for oratory), his dialogue. Each meeting with Ralph, at conferences such as the AoM, was an opportunity to really talk, to think, and to discuss. Sure Ralph loved a bit of gossip. But that was never his focus; he treated each discussion as a chance to share, to learn and to debate. The event was among the most extraordinary I have ever attended as professional academic. I'm really glad I organized it; I'm extremely glad people engaged in it in the way they did. Indeed it came very naturally to everyone. I think we are all the richer for it and if anyone would like to hear a recording of the event here is the link: <https://db.tt/qv0rnQdt>