



## FROM YOUR NEWSLETTER EDITOR

Gabie Durepos, *Mount Saint Vincent University, Canada, Newsletter Editor*

*Dear CMS Colleagues,*

Welcome to June 2015 issue of the CMS newsletter. This issue features a sneak peak of plans for the upcoming AOM meeting. Raza, the CMS division chair opens the newsletter with a warm welcome, followed by an overview of the CMS main program by Latha and Nimruji, the CMS program co-chairs. An overview of the professional development workshops (PDW) is offered by Banu and Paul, the PDW co-chairs after which Emma and Scott, the CMS co-chairs elect offer a preview of the both the keynote speaker and the activist speaker.

Updating the CMS website has been a priority among the CMS executive during the past few months. Included in the newsletter is a piece by Gavin and Raza who provide information on these efforts as well as others intended to increase communication among our members.

What is for me the most exciting part of the June 2015 newsletter is the realization of an idea had by Nadia DeGama (PhD student at York University, Canada) to dedicate space in the newsletter that would feature early career CMS scholars, either PhD students or those recently defended. The idea stemmed from our shared view that as an early career scholar, it is difficult and often intimidating to get to know others in the CMS community. The June issue of the CMS newsletter features three *Early Career Critters* including, Anindita Banerjee, Toby Paltridge and Kristene Coller. Each was asked a set of similar questions, of which one was "whose work in the CMS community has inspired you the most and why?" My hope is that the new Early Career Critters pieces will become a standing feature of the CMS newsletter. More importantly, my wish is that they might act

as a platform that brings together new and established CMS members and help early career members integrate more easily in the CMS community.

The heightened focus on featuring the individualized stories of CMS members is also evidenced in our recently added Comings and Goings standing column, edited by Nadia DeGama. This column is dedicated to communicating news about our members' changes, in jobs, university affiliations, retirements and new appointments. To include your Comings and Goings news in the next issue (October 2015) of the CMS Newsletter, please email Nadia DeGama directly: [ndegama@yorku.ca](mailto:ndegama@yorku.ca).

Editing the CMS newsletter has been a lot of fun. It has helped me integrate myself more fully in the CMS community as well as foster stronger relationships with those on

the executive and beyond. It is with sadness that I share that with the end of my term as a CMS representative-at-large comes the end of my tenure as your CMS newsletter editor. My work as CMS newsletter editor would have been impossible without the help of Scott Taylor, Emma Bell, Gavin Jack and Raza Mir. I can attest that these four individuals are selfless. They put countless hours of work toward the successful functioning of the CMS division of the AOM. Their attitude toward the CMS newsletter was no different. I cannot thank them enough. Last but not least, I would like to also thank our CMS members who have answered my numerous calls for newsletter content.

The CMS newsletter is our forum for sharing CMS community news. Please be as forthcoming and kind with your next newsletter editor as you were with me.

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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.

## CMS Readies for Vancouver

Raza Mir, *William Paterson University, USA, CMS Division Chair*

On behalf of the CMS Division, it gives me great pleasure to invite you to AOM 2015 at Vancouver, where CMS will be in full flow. We have a slate of 85 papers, 12 symposia, and 10 PDWs for you to choose from, other than a host of keynotes, socials, consortia and information sessions. Please see the notes from our PDW chairs and program chairs in this newsletter for more details.

On the eve of the AOM meetings, I am happy to share that overall, the state of our division is strong. At around 700 members, we remain one of the smaller divisions, but that is

perhaps an artifact of the rightward drift of our societies in general and the Academy in particular. Moreover, our relatively smaller cohort of graduate students (around 100) makes us wonder whether some students (especially in the US) feel more tentative about being members. Our informal surveys indicate that an untested assumption exists in the US side that CMS membership actually telegraphs a career risk for doctoral students. However, the quality of our programming and our engaged membership gives us great encouragement. You are our ambassadors in the space of academia as well as praxis.

However, it is very important that any growth objectives we pursue do not dilute the mandate of CMS. Indeed, we need to ensure that CMS remains a unique division within AOM, one that tilts against managerialism, positivism, status-quoism and the ravages of global capitalism in general.

Within the AOM, we have received an invitation for CMS members to participate in “the quad,” which the AOM President Debra Shapiro describes as “a brand new, open and collaborative space that allows members to connect, and celebrates the many wonder-

ful communities that make up our All-Academy shared identity.” If you wish to sign up and represent CMS in “The quad,” please do so at [https://www.surveymonkey.com/s/Quad\\_OrientationSignup\\_2015](https://www.surveymonkey.com/s/Quad_OrientationSignup_2015). For other volunteer opportunities at the AOM, please see <http://aom.org/Volunteerism/Annual-Meeting-Volunteer-Roles.aspx>. It would be great if you could be the face of CMS in Vancouver.

As usual, we welcome any feedback to make CMS a more inclusive and responsive division. If you have any suggestions or need any information, please email me at [mirr@wpunj.edu](mailto:mirr@wpunj.edu).

## Message from the CMS 2015 Program Chairs

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

We are delighted to welcome you to our top-notch program this year, thanks to our fantastic array of authors, both new and seasoned; and our committed band of reviewers. We received a total of 180 submissions, way above last year’s 111. Faced with the popularity of the location and space constraints, we are pleased to have been able to accommodate eighty-five terrific papers and twelve exciting symposia in our program this year.

This year’s program includes usual favorites such as the CMS Dark Side Case Study Competition session (Monday August 10, 10am), Struggles Against Exploitation (Tuesday August 11, 9:45am), Decolonial and Postcolonial Perspectives (Tuesday 8am) and Identities and Control (Monday

1:15pm). Two paper sessions examine resistance from different perspectives. One explicates the Resisting-Organizing paradox (Monday 10am) and the other looks at Governance and Resistance (Monday 1pm).

A series of papers return to CMS origins and explore Class and Dignity issues (Monday 3pm). This year’s CMS program bridges different levels of analysis and focus areas from CMS - Self, and Affect (Monday 2pm), Intersectionality and Institutions (Tuesday 9:45am). This year’s program also features a number of papers presenting a reflexive take on CMS practice, such as Doing Discourse (Monday 8am), Doing Critique (Monday 10am), CMS Management Education (Monday 8am), and Publishing and Academics (Tuesday 11:30am).

We hope you will enjoy our eclectic symposia offerings. We have several co-sponsored symposia building bridges with other divisions such as OMT, SIM, ONE, MSR, OB, PNP, and IM. This year’s panel symposia include Exploring the Role of the Essay, Business and Human Rights and Rebuilding Ethical Governance. Presentation symposia feature Ownership and Governance; Narrative, Discourse work and Identity; Embodiment and Intersectionality; Governance for the Future Earth, Diversifying Leadership; and Multinational Corporations and Global Governance; Catholic Social Doctrine and Social Justice and Potential of Social Media.

We encourage you to attend the division’s showcase

symposium, ‘The Privatization of Global Governance and the Asymmetries of Power’ featuring an interesting list of speakers from Lahore to Boston (and in between) who analyze how globalization has turned production, service delivery and governance into the private domain of non-state actors. This symposium is scheduled on Monday, 11:30am.

This fantastic program is not possible without our wonderful, committed group of reviewers. This year we had an average number of 2.89 reviewers per submission and 2.27 review assignments per reviewer. We wish to thank our tireless reviewers who provided thoughtful, considered, and valuable feedback on the submissions on time.

Looking forward to seeing you all in Vancouver!

## On the Menu in Vancouver... A Flavor of the Division's PDW Program

Banu Özkazanç-Pan, *University of Massachusetts, USA, PDW Co-Chair*  
Paul Donnelly, *Dublin Institute of Technology, Ireland, PDW Co-Chair*

The Division's professional development workshop (PDW) program kicks off at 7:30am on Friday, August 7, with the Doctoral Student and Early Career Consortia. Based on their proposal for a workshop designed for early career faculty, Alexandra Bristow, Olivier Ratle, Sarah Robinson and Sophie Tessier responded enthusiastically to our request to organize the early career consortium, while we organize the doctoral student consortium. Information about both consortia, along with the application forms, has already been circulated to Division members via email and to the wider critter community via the CMS listserv. As mentoring forms a key part of the consortia, we will be in touch with more established Division members in due course to join us in support of the development of participants.

Altogether, the Division is the lead sponsor of 10 PDWs that engage with scholarship, research, teaching, practice and service. In addition, the Division is co-sponsoring a further 8 PDWs across the Academy's divisions, including ENT, IM, MED, MH, OMT, ONE, PNP SIM and the Practice Theme Committee.

Dedicated to the memory and spirit of Ralph Stablein, *Research*

*as Community Knowledge Production* engages with the problem of research as a shared project involving communal labor and governed by community norms and practice.

For CMS in a changing world, *Critical (Re) Considerations* continues the CMS tradition of self-critique, but does so with a different orientation—looking at the continuing relevance of CMS in a world transformed by the forces of globalization. Continuing the theme of *Globalization, Markets, State, and Beyond: Views from the Global South* targets those interested in exploring governance and defining praxis of governance at corporate, national and global levels.

*Writing and Teaching Critical Cases* seeks to strengthen the community of critical case writers and teachers within the Academy and complements the Division's *Dark Side Case Competition*.

Heeding the chorus of voices sounding an alarm about unlimited economic growth and the underlying cultural and mental structures, *Putting Degrowth to Practice* aims at re-imagining management education as disruption and renewal.

Exploring film as a catalyst for change, *What's Wrong with this*

*Picture?* will consider the status of film as a discursive and symbolic practice of organizational resistance and whether or not this is related to material or 'real world' change.

In seeking to learn from critical experiences of academic service, *Power, Corruption and Lies?* has been designed to enable productive conversation between those in positions of power and those subject to varieties of academic administration, management and leadership.

Through paying attention to the interconnectedness of gender, organizations, governance and global political economy, *Gendering Governance, Governing Gender* champions interdisciplinary conversations on how governance mechanisms are gendered, producing gendered outcomes, and how gender, and gender relations, are governed through corporate, organizational and institutional structures, actors, practices and ideologies.

Hewing closely to the theme of governance, *Philosophies of Organizational Research* will attempt to enrich and challenge contemporary organizational theory by examining the philosophical underpinnings of organizational research

With a focus on theory, research and practice, *Critical Performativity* will provide an understanding of what critical performativity is, how it might be used to study organizations, and how it can be used in attempts to change organizations

All in all, we received a fantastic response to the PDW call. Based on the Academy's formula for calculating each division's PDW hours, our Division was allocated 16 hours. Unfortunately, with a minimum 1.5 hours per PDW, we couldn't accommodate all of the quality proposals we received. As a Division, if we want to increase our PDW time allocation for future conferences, we need to increase our membership. So, let's all do our best to both encourage our colleagues and reach out to the members of other divisions to join our community.

We would like to thank everyone who contacted us with workshop ideas and for guidance, who submitted proposals, and who helped us throughout the process of developing the Division's PDW program.

Finally, be sure to join us for the Division's *PDW and New Member Welcome Social* on Saturday, August 8, starting at 6:30pm. We look forward to seeing you there!

## CMS Keynote and Activist Speakers

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

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

### Keynote Speaker:

#### Professor Hugh Willmott on 'Doing CMS?' Monday, August 10, 4:30pm-6pm

This year the CMS Division is pleased to welcome Professor Hugh Willmott, Cass Business School and Cardiff Business School, UK as our distinguished keynote speaker.

Hugh Willmott has published more than 20 books and contributed articles to a wide range of management and social science journals. He is particularly interested in the development and application of management theory by drawing upon the resources of critical social science. Substantively, his research has contributed to the areas of professionalization, teamwork, regulation, business ethics, management learning, accounting policy and practice, organizational culture, financialization, and the management of higher education. With Jeroen Veldman, Senior Research Fellow at Cass, he is currently engaged in study of corporate governance <http://themoderncorporation.wordpress.com>.

Hugh will reflect on diverse aspects of doing, and being, CMS. He will offer a personal answer to the question of the 'performativity' of CMS scholarship – what it means to be a critical scholar and how this meaning is embodied and enacted. To this end, he will reflect on a series of recent activities and episodes that bear upon the 'performativity' question. These will include being a member of the REF Panel for Business and Management, co-authoring a book on corporate abuse published by a Collective, acting as an Associate Editor for Academy of Management Review, studying the John Lewis Partnership, and co-establishing a meditation@work space at Cass Business School. Through reflection on these diverse and perhaps contradictory experiences, Hugh will explore what it is and what it means to be critical and do critical management research and education.

### CMS Activist Speaker and Film Screening: Professor Joel Bakan, 'The Corporation – Ten Years On' Sunday, August 9, 4pm-7pm

The CMS Division has a long and successful tradition of inviting activist speakers to present in the Academy Meeting program. This year the format of this offsite event is slightly different.



Image: Nancy Bleck

Over ten years ago, the documentary film *The Corporation* (2003) became an international hit. Featuring interviews with corporate insiders and critics including Noam Chomsky, Naomi Klein, Milton Friedman, Howard Zinn, Vandana Shiva and Michael Moore, the movie put the corporation on the psychiatrist's couch and explored its pathological pursuit of profit.

The CMS Division is delighted to welcome the film writer, Joel Bakan, professor of law at the University of British Columbia, to introduce a screening of a new cut of the movie in association with a campaign to

make it freely available for school and community use <http://www.thecorporation.com/campaign/get-couch>. The film screening will be followed by a detailed Q&A session in which he will explore the arguments and impact of the film in combination with his 2004 bestselling book of the same name.

This event will be held at Vancity Theatre, Vancouver International Film Centre, a 20 minute walk from the Vancouver Convention Center <http://www.viff.org/theatre/location>. Pre-registration is required as places are limited. Registration opens May 18. To register online, please visit <https://secure.aom.org/PDWReg>. The deadline to register is July 31. This event is sponsored by Birmingham Business School, UK.

We look forward to seeing you in Vancouver!



Photo: Nancy Bleck



## CMS Division Website Updates

Gavin Jack, *Monash University, Australia, CMS Division Past Chair*  
Raza Mir, *William Paterson University, USA, CMS Division Chair*

We are pleased to report that work on the rejuvenated Division website is nearing completion and should be launched before the Vancouver meeting. As part of the Division's communication efforts, the Executive wished to refresh the design and some of the content of the website. We have been working with a web designer on this for the last few months. The website will feature the

new logo and associated visual design, and will also include a new CMS Division Twitter facility and email address to enhance communications with members regarding Division activities.

The new Twitter account can be followed @cms\_aom. It will be used to tweet about Division activities and announcements as well as post links related to critical studies of management and organisation.

You can also contact AOM CMS Division Executive members via [cmsdivision@gmail.com](mailto:cmsdivision@gmail.com), a new shared email address for the Division.

The new Twitter account and email are the great ideas of the Division's new "webmasters" (sic) - Ekaterina Chertkovskaya and Ozan Nadir Alakavuklar - who will take over this role in a voluntary capacity from the launch of the new website. Ekaterina is a post-doc fellow at Lund

University in Sweden and Ozan is a lecturer at Massey University School of Management, New Zealand. We are delighted to have Ekaterina and Ozan as part of the CMS Division team, and wish to thank them formally for their time, interest and enthusiasm in building and facilitating our new website. Welcome!

Happy tweeting!

## The Emerald CMS Book Series

Albert J. Mills, *Saint Mary's University, Canada, Emerald CMS Book Series Editor*

Thanks to those who have already sent in book proposals to Emerald's Critical Management Studies Book Series. We have already contracted four books and are looking for other proposals.

We are very excited to announce the following forthcoming books (with provisional publication dates):

- Organizing Disaster: The Construction of Humanitarianism  
*Adam Rostis, November, 2015*
- Organization Theory: Critical Engagements  
*Tuomo Peltonen, February, 2016*
- Management and Organization Theory over Time: Development, Dissemination, and Context  
*The Sociology of Management Knowledge Network, March, 2017*
- Doing ANTi-History: An Organizational History of Nova Scotia Museums  
*Gabrielle Durepos, January, 2018*
- YOUR NAME HERE!  
(Near Future)

If you have a book proposal that would fit under the broad umbrella of Critical Management Studies please send them to me at **albert.mills@smu.ca**, subject line: EMERALD.

For proposal style, see: <http://www.emeraldgroupublishing.com/products/books/authors/submit.htm>

As the series editor I am looking for book proposals from across the various communities of critical management scholarship, including ideas for amended doctoral theses through to new book projects.

## Early Career Critters:

### Spotlight on Anindita Banerjee

Lancaster University Management School, UK

Contact Anindita at [a.banerjee2@lancaster.ac.uk](mailto:a.banerjee2@lancaster.ac.uk)

#### MY RESEARCH INTERESTS:

History of Management Thought, Historiography, Archival research methodology, Social Studies of Technology.

My PhD supervisors: Professor Brian Bloomfield and Professor Bill Cooke.

#### THE SUBJECT OF MY PhD THESIS:

My thesis centres around my research interests in the trajectory of the Human Relations movement in the post-World War II era and its influence on the shaping of various societies. Specifically I focus on the process of generalisation of the Tavistock Institute's Socio-technical Systems (STS) theory, acclaimed for its potential of emancipating workers, by looking into the socio-political contexts of the time.

Although STS theory was born out of a Tavistock study of work organisation around new technology in a British coal mine, it was subsequently generalised through the Institute's consultancy project led by A.K Rice in a cotton mill in Ahmedabad, India in the 1950s. In the spirit of the "historic turn" in Management and Organisation Studies (MOS) (Clark and Rowlinson, 2004), I re-work the 'past' accounts of Rice's STS theory and contextualise them according to my 'present' situatedness from a postcolonial standpoint. I engage with organisational archives to study the contexts of the generalisation of STS theory.

My thesis attempts to build a bridge between the methodologically incompatible fields of History and MOS in the hope of promoting more historical work in MOS. First, it outlines a method of archival research for identifying tangential organisational archives when historical sources are absent. Additionally, because of my particular archival methodology the research contributes to a new understanding of the contexts of development of the theoretical field of STS Theory. Contrary to emancipatory claims of the theory, my research shows that the generalised theory stands on the premises of invisibilised conflict made possible by deliberate writing out of the labour sub-system in Rice's accounts of STS theory.

#### ANTICIPATED PhD DEFENCE DATE:

I passed my viva in February 2015.

#### WHOSE WORK IN THE CMS COMMUNITY HAS INSPIRED YOU THE MOST AND WHY?

My interest in Management and Organizational History was initially inspired by the first volume of the journal with the same name. Additionally the book *Postcolonial theory and organizational analysis: A critical engagement* (Prasad, 2003), and particularly its chapter on Organisational Control was instrumental in shaping my interests in critical management studies. Needless to say, my supervisors' works



and insights have inspired me most; they taught me to read critically, to question the taken-for-granted and to look beyond my nose. In an overarching manner, though, I have most enjoyed learning from Professor John Hassard's work, both from his work on the history of Human Relations and from his viewpoints on 'doing' history highlighting the need for pluralising and contextualising prevailing mainstream management stories.

#### IDEALLY, WHERE WOULD YOU LIKE TO WORK WHEN YOU DEFEND YOUR PhD THESIS?

I would like to work in academia in the UK, ideally in a place where I could continue to learn through teaching and research, from students and colleagues both within and outside the workplace.

#### ANYTHING ELSE YOU WOULD LIKE TO ADD?

I would like to thank the CMS committee profusely for giving me this opportunity to be a part of this newsletter. As a doctoral student/early career individual I felt privileged to have been included in this CMS community activity.



## Early Career Critters:

### Spotlight on Toby Paltridge

*PhD student, Monash University, Melbourne, Australia*

Contact Toby at [toby.paltridge@gmail.com](mailto:toby.paltridge@gmail.com)

#### MY RESEARCH INTERESTS:

International students, international education, critical discourse analysis.

#### MY PhD SUPERVISOR:

Dr. Susan Mayson, and the late Dr. Jan Schapper.

#### THE SUBJECT OF MY PhD THESIS:

My thesis examines 'social inclusion' discourse in Australia and its impact on how international students' needs, experiences and welfare are understood. Specifically, discourse from a local government Council that uses social inclusion to inform its community development activities towards international students is examined. Although developed to improve international students' welfare, I discovered that the discourses produced by the Council actually reinforce unequal power relationships that are a major cause of international students' marginalisation. My thesis thus provides a deeper critical understanding of the effects of social inclusion discourse on policy designed to improve international students' welfare and the consequences for their lived experience.

My study also makes a practical contribution by critically analysing the well intentioned social policy of a progressive local government in Australia and identifying the hidden effects which counteract the policy's intended outcomes. My findings should enable not only the specific Council which was the site of my research, but any organisation considering utilising a social inclusion discourse, to construct its social policy discourse in such a way that it does not inadvertently undermine the desired objectives.

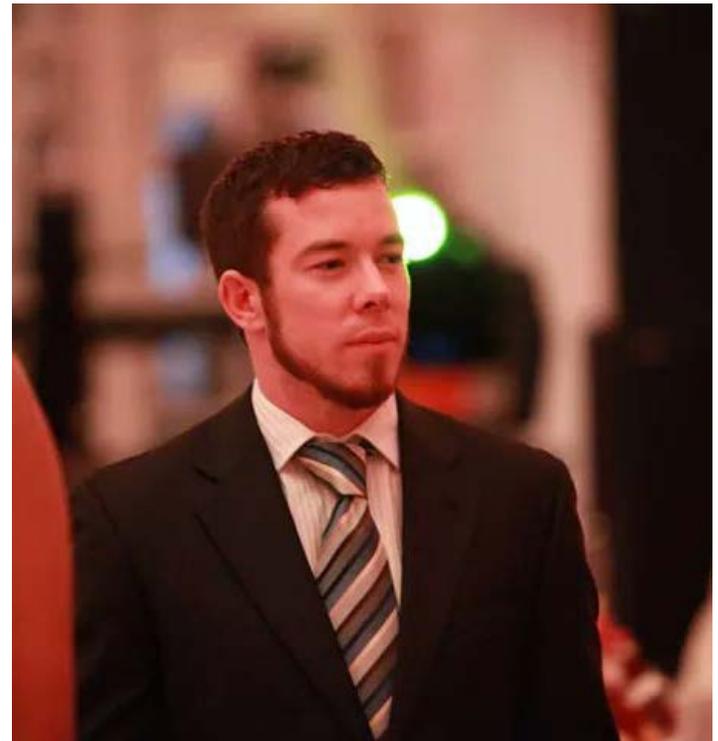
#### ANTICIPATED PhD DEFENCE DATE:

In Australia we do not have PhD defences. Instead, PhD theses are submitted for examination to two well established scholars in the field who review it and provide feedback in much the same way as a journal article is reviewed. The candidate must then address that feedback in order to have their thesis passed.

I submitted my thesis for examination at the beginning of this year and am currently waiting for my examiners' feedback.

#### WHOSE WORK IN THE CMS COMMUNITY HAS INSPIRED YOU THE MOST AND WHY?

I have been most inspired by the work of my supervisors, Dr. Sue Mayson and Dr. Jan Schapper. They are the ones who first exposed me to the idea of critical management research and introduced me to the CMS division. Before meeting them, I did not know that there was a home for the kind of research that I wanted to do.



#### IDEALLY, WHERE WOULD YOU LIKE TO WORK WHEN YOU DEFEND YOUR PhD THESIS?

Ideally, I would like to join the University of Melbourne as it is a founding member of The International Centre for Research in Organizational Discourse, Strategy and Change and is home to a solid group of dedicated discourse scholars. It would be great to be part of a group of academics with similar research interests who I could learn from and collaborate with.

If given the opportunity, I would also enjoy spending some time working with Teun van Dijk at Pompeu Fabra University in Barcelona. I really respect his research and he has a way of writing that makes his work very approachable.

#### ANYTHING ELSE YOU WOULD LIKE TO ADD?

I would just like to thank the CMS committee for giving me the opportunity to contribute to the newsletter again. Also, I think this new profile section is a great way for the community to learn about each other.

## Early Career Critters:

### Spotlight on Kristene Coller

PhD student at Saint Mary's University, Sessional Instructor at the University of Lethbridge, Canada

Contact Kristene at [dagnk0@uleth.ca](mailto:dagnk0@uleth.ca)

#### TELL US A LITTLE ABOUT YOURSELF:

My name is Kristene Coller and I am a fourth year PhD student at Saint Mary's University. While pursuing my degree I also teach as a sessional instructor for the University of Lethbridge at their Calgary, Alberta campus.

#### WHAT INSPIRED YOU TO PURSUE CMS?

Unquestionably - Jean Helms Mills and Albert J. Mills. They have been instrumental in helping develop my ideas, introducing me to new areas and leading me through the publication process. A presentation by Martin Parker during the first year of the program; however, sealed the deal. Interesting research on interesting topics presented in interesting ways: I was forever hooked.

#### TELL US ABOUT YOUR CURRENT AND UPCOMING PROJECTS

There are two projects that I am excited to be a part of: 1) A Social Sciences and Humanities Research Council of Canada (SSHRC) grant that ties in closely with my thesis on the production and dissemination of knowledge using Canada as a case study and 2) the recent signing of a book contract between members of the SSHRC team (seven in total) and Emerald with a provisional title of: *Management and Organization Theory over time: Development, Dissemination and Context* due to come out in 2016.

#### TELL US ABOUT YOUR PhD:

In its early stages, the thesis proposes to use ANTi-History to analyse how scholars living and working in Canada use and disseminate management theories. Using Canadian versions of textbooks, conference proceedings from the Administrative Sciences Association of Canada (ASAC) and journal articles from the Canadian Journal of Administrative Sciences (CJAS) the thesis proposes to unearth the processes involved in producing and disseminating knowledge in a Canadian context. In addition to unearthing the processes involved, analysing knowledge production provides the opportunity to identify contributions of Canadian scholars. While the goal is not to replace existing models of management theory with a Canadian version, it is important to recognize the contribution being made by Canadian scholars and the process through which management theories are often decontextualized in order to 'fit' prevailing models- that is the processes through which management theory has been generalized so that they could 'theoretically' be applied regardless of geography, economy or culture.



#### WHO IS YOUR PhD SUPERVISOR/COMMITTEE MEMBERS?

I was fortunate to have Jean Helms Mills agree to be my supervisor. Albert J. Mills and Patricia Genoe McLaren are also members on my committee.

#### WHEN DO YOU HOPE TO COMPLETE YOUR PhD?

I hope to finish by the time my oldest son turns ten. He is eight (and a half!) and this would have me completing the degree at the end of 2016.

#### FUTURE PLANS?

The world is our playground! We enjoy living in the so-called 'wild west' of Alberta but the born and raised Alberta farm girl (and her family) are open to new places to live and interesting opportunities!

## On Rankings and Lists

Amon Barros, *FGV, Escola de Administração de Empresas de São Paulo, Brazil*  
Bill Cooke, *The York Management School, UK*

As many of us know, to make a classification is to exercise power, or at least to try and claim it. This claim can be more effective if the categorization is recognized as legitimate among those who are to be classified. As soon as a ranking is accepted as a credible representation of the reality it starts to have a double meaning: as a scale it measures and categorizes whatever it aims to put in order, and as a guide it functions as a beacon or a compass determining a path that should be taken.

Recently the Association of Business Schools (ABS) an entity that claims to represent Great Britain's business schools, but is run only by and for their Deans, released the latest version of its Academic Journal Guide. In the first rank, the so called World Elite, are just thirty three periodicals. This is a fair number if you think about what truly being

part of a World Elite means: and the journals so ranked tell us what the Guide wants it to mean.

Of the journals that were awarded the top 'four star' grade, only one is specifically devoted to the field of organization studies (Organization Science) and four of them publish papers in general management. All of them are journals of the mainstream pseudo-scientific canon of academic management knowledge. None were founded as forums for scholarly work alternative to dominant positivist structural-functionalism, although some do tolerate these alternatives as novelty acts.

This ideological bias conceals another, more obvious, and as important. All of the journals are published in English. Sometimes a problem can be so glaring, so challenging, so threatening to an established institutional order that it literally goes unspoken. But the

festive numerization of the Association of Great British Business Schools Deans List calculatedly determines that an entire world of knowledge – indeed, entire worlds of knowledge – not encoded in English (more accurately, in Transatlantic Journal English) cannot aspire to be part of The World Elite. Some such knowledge, we suppose, might be translated, but that turns it into a different thing, in its meaning, and in separating it from those for whom it is written. So we must be absolutely clear that journal rankings produce and reproduce knowledge-power, that among other things is strategically geo-political. Those of us with a historical orientation and an empirical knowledge of the role of management thinking in supporting North Atlantic imperialism and oppression might argue that this is actually a defining feature of commodified management knowledge.

CMS activists will be aware that acts of power can open spaces to tactics of resistance, and that for all their calculativeness, rankings and the indicators are subject to gaming, and can be played for the individual and collective intellectual, and material, good. However, we should not leave aside the pernicious downsides of accepting classifications constructed within the rules of the status-quo. Being critical means nothing if we will not hear voices otherwise kept in silence. This is even more true in an academy that is the global evangelist of its own one best way, pushing researchers from hitherto different intellectual approaches, countries, and languages to live and think with rules that are already disposed in front of them, in order to play a game that was designed for them not to win.

# VISIT VANCOUVER!

### PLACES TO SEE

- **Stanley Park**  
<http://vancouver.ca/parks-recreation-culture/stanley-park.aspx>
- **University of British Columbia Museum of Anthropology**  
<http://moa.ubc.ca/>
- **Vancouver Aquarium**  
<http://www.vanaqua.org/>
- **Vancouver Art Gallery**  
<http://www.vanartgallery.bc.ca/>

### WHERE TO EAT

- **The Ramen House**  
<http://www.ramenhouse.ca/>
- **La Casita Tacos**  
<http://www.lacasitatacos.ca/>
- **Sura**  
<http://www.surakoreancuisine.com>
- **Gyoza King**  
<http://www.gyokingroup.com/gyozaking/menu.html>

# COMINGS & GOINGS

*In this edition of our "Comings & Goings" column we focus on three CMS members who have recently moved institutions and taken on some exciting new positions:*

**Gavin Jack** (CMS Division Past Chair) recently joined the Department of Management, Monash University, Melbourne, as Professor of Management. He emigrated to Australia from the UK in 2009, and spent six years at La Trobe University, Melbourne. Gavin moved to Monash to join a number of excellent critical scholars of management and organisation studies, in a strong and supportive research environment. In particular, the Department's newly created CROS (Critical Reorientations of Organization and Society) is an exciting research interest group which explores areas of work, organizational and economic life that are often overlooked.



**Amy Fraher** recently joined the Department of Organisation, Work & Employment in the Birmingham Business School. Her focus will be on critical crisis management with an emphasis on mindful organizing in high-risk professions and her research areas have included US Navy SEALs, commercial airline pilots, and law enforcement officers, among others. She recently received a Fulbright Scholar Award to study sense-making in the London Metropolitan Police Service and her latest book, *The Next Crash: How Short-Term Profit Seeking Trumps Airline Safety* (2014, Cornell University Press), won the 2015 Silver Medal at Axiom Business Book Awards.

**Ann Cunliffe** recently moved to Bradford University School of Management. Ann says she is fortunate to have one of the University's 50<sup>th</sup> Anniversary Chairs, responsible for contributing to and advancing cutting-edge research in her discipline, not just in terms of academic outputs but also in relation to impacting society and making a difference to people's lives.



Ann continues to say, "The University's core mission – despite my profound suspicion of such things! – is 'Making Knowledge Work', and I am at a point in my research where I'm interested in developing more collaborative forms of knowledge generation (as opposed to knowledge transfer) that make a practical difference. While the focus on being 'REF-able' and having your 4 star publications seems to be predominant in many UK Universities, to the detriment of creativity, imagination and pluralism, at Bradford this is important but not the main driving force behind academic life. My new position therefore offers a great opportunity to build a new research trajectory and explore new forms of research around the work of civil society actors. The University is supporting this through a post doc researcher and a PhD student – two positions I'm currently looking to fill.

There is also a great group of critical researchers at the School, including Jackie Ford and Nancy Harding, who I'm really looking forward to working with. It's still relatively rare to find a School with 'critical' group, and this is the first position I've held where there is a research group, with eclectic interests, that includes a critical lens. My experience of working in the USA for 25 years was always a lonely one, given that my research interests did not 'fit' in any way with any of my colleagues. I therefore had to find my community outside the institution and CMS was a lifesaver!"

Ann is also impressed with the support for early career researchers at the School – which is something that she hasn't found to the same degree elsewhere: developing 5 year research goals, a writing support group, a research mentoring scheme, and sharing information on research activities. All in all Ann is looking forward to working in a community that supports and builds on differences and commonalities.

***We wish Gavin, Amy and Ann all the best in their new roles!***

If you have recently retired, changed jobs or university affiliations, we would love to hear from you and share your news! Please email me, Nadia DeGama, at [ndegama@yorku.ca](mailto:ndegama@yorku.ca) so I can capture your recent update in our next CMS newsletter.

*Nadia DeGama*