



Critical Management Studies Division

Academy of Management

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Looking ahead to the next year: Reflections from the CMS Division Co-Chairs

Banu Özkazanç-Pan, Division Co-Chair, University of Massachusetts at Boston

Paul Donnelly, Division Co-Chair, Dublin Institute of Technology

We sure have been busy since becoming co-chairs of the CMS Division back in August last, and we want to share with you some of what has been and will be happening over the course of our time as Co-Chairs.

First and foremost, we would like to acknowledge the many engaged members who shared with us their experiences and aspirations for the Division through the recent member survey. In all, the survey response rate was 30%, which is an increase on the 28% response rate for our last member survey (2012). It is worth noting that both response rates are above the AOM member survey average, which speaks to our members' level of engagement.

The survey forms part of the Academy mandated five-year review of the Division, the last such review being in 2013. Since the close of the survey on November 17th, together with AOM HQ, Nimruji (our Past Division Chair) and Mark (our Division Chair-Elect), we are now busy with the next steps that will allow us to put together the Division review report and take actions deemed necessary by our members in the coming years.

While there is no required format for the review report, at a minimum, AOM asks that we note our Division's strengths, along with areas that need development, in light of trends emerg-

ing from the member survey and from Division and AOM data covering the past five years. We will reflect on progress made in relation to initiatives and goals set out in the 2013 review report, together with establishing priorities for the coming five years. And we will look at Division governance, including the various roles on the executive in terms of our immediate and future needs. While seemingly metric and assessment driven, the report is quite important for us as a Division in meeting the needs of our members into the future to ensure a welcoming and vibrant community.

We will be sharing the results of the member survey and the five-year review with all members in June 2018, by way of the Division newsletter and website, and again in August when we gather for the Division Business Meeting at AOM Chicago.

In addition to the five-year review, we are amongst a handful of AOM Divisions in the process of migrating to a new communications platform, *Connect@AOM*, which will enable us to have dynamic and real-time conversations with each other beyond annual conferences. As things stand, we are anticipating a launch date at some point in January.

It is important to note that *Connect@AOM* will not replace the two CMS community listservs, as neither is



affiliated with AOM. Instead, the new platform will complement existing community resources, and provide Division members with additional tools for interacting with each other, for capturing dates and deadlines for calls and events, and for creating a knowledge resource, to include building repositories around topics of interest to members.

Rolling out *Connect@AOM* for our Division would not be possible without the help of some wonderful colleagues volunteering their time and energies. In this regard, we would like to acknowledge the dedicated efforts of Patrizia Hoyer, who is leading the migration of our website to the new platform microsite, and of our community ambassadors (currently

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Affonso De Azevedo Nogueira, Alessia Contu, Amon Barros, Elizabeth Siler, Fernanda Sauerbronn, Frank Nyame-Asiamah, Marie Hasbi, Nurete Brenner, Scott Taylor, Téo Teodosio), who will lead efforts in populating the platform with important and relevant topics for discussion and be the vanguard for our Division.

We look forward to much more conversation and community development in this space as it grows and our members contribute—the success of our online community depends on all of our contributions!

Finally, we want to reflect on events related to sexual and other forms of gender-based harassment that have been in the media recently. Indeed, these events bring us back to concerns a number of us voiced to [create ethical and inclusive spaces in our own community](#).

As current CMS leadership, we take note of these issues and want to strongly condemn them—these behaviors have no place in our organizations, inclusive of academic institutions and work spaces.

As a community, we must call attention to individuals and their inappropriate

behaviors when necessary in order to truly practice what we teach/preach through our critical philosophies. This is not only a reflexive practice but academic activism that is a growing and important part of our identity as CMS scholars—we must be able to change our own behaviors if we want to change systems and inequalities.

In all, we look forward to a fantastic year ahead and wish you and yours a wonderful holiday season. As always, we encourage anyone with ideas, questions or concerns to reach out to us directly, or to any of our wonderful colleagues on the Division executive.

Call for Papers and Reviewers for the 2018 AOM Meeting in Chicago

Stephen Cummings, Main Scholarly Program Co-Chair, Victoria University of Wellington, NZ

Ajnes Prasad, Main Scholarly Program Co-Chair, Tecnologico de Monterrey, Mexico

We invite submissions falling within the scope of the CMS Division's domain statement for the scholarly program at the 2018 Academy of Management meeting in Chicago.

As critical management scholars, the theme of the 2018 meeting, "Improving Lives?"; and the questions it raises: How can organizations contribute to the betterment of society through elevating the health and well-being of those who live in it? What role can organizations play in positively affecting the physical, psychological, social, and financial health of individuals, groups, com-

munities, countries, regions, or global society?; resonate with us deeply. As does the inclusion in the Theme's call encouraging "diverse forms of research".

Scholarly papers and symposium proposals that address the conference theme are particularly welcomed and we would urge all members to read the call closely. However, for those who do not wish to engage directly with the conference theme, papers and symposium proposals that relate to the CMS domain and advance scholarship within the Academy are also encouraged. In addition, we support sub-

missions that cross division and interest group boundaries to engage members from across the Academy and we encourage symposium proposals with multiple division co-sponsors.

If you want to discuss a potential submission or symposium, you can email us no later than December 16, 2016, with your queries or ideas. The [Submission System](#) opens **Tuesday, November 14, 2017** and the submission **deadline is Tuesday, January 9, 2018 at 5pm ET (New York Time)**.

CMS DIVISION AWARDS

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

- Best Critical Paper
- Best Doctoral Student Critical Paper
- Best Critical Doctoral Dissertation/Thesis
- Best Critical International Business Paper
- Best Critical Management Learning and Education Paper
 - Best Critical Business Ethics Paper
- Best Critical Qualitative Research in Organizations and Management Paper
 - Best Dark Side Case Study
 - Best Developmental Reviewer

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. Even if you are not intending to submit or attend, we encourage you to sign up as a reviewer.

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. You can sign up now to review at <http://review.aom.org>. The review period is from mid-January to mid-February, 2018.

Improving lives?

Contribute to the debate by proposing CMS Professional Development Workshops!

Patrizia Zanoni, Program Co-Chair Elect [PDW Chair] Hasselt University, Belgium

Marcos Barros, Program Co-Chair Elect [PDW Chair] Grenoble École de Management, France

Next year's Academy of Management meeting theme 'Improving Lives' opens up a great opportunity for our community to show the relevance and impact of critically oriented scholarship and practice not only to the CMS membership but also to other related AOM divisions.

At the meeting in Chicago, we, in particular, welcome critically inspired PDWs that explore the ways in which contemporary capitalism impacts the lives of individuals and communities, and how a variety of social actors today mobilize to enact practices that have the explicit ambition to improve the quality of life. The theme invites us to revisit critically basic questions of what counts as a 'good life' and how we can improve it in and outside organizations and through new forms of organizing. More specifically, critical scholars might explore ways of combatting established structures of inequality and how new spaces of 'good life' are created. Considering the increasing role of technology in our lives, PDW's may further be organized around the impact of those artifacts and their social use on our lives. Finally, researchers could explore the environmental costs of the modern drive of 'improving lives'. Of course, we'd also very much welcome proposals for PDW's that address issues less directly related to the 2018 meeting theme, yet which fall within the broader scope of and are consistent with the CMS domain.



IMPROVING
LIVES CHICAGO ILLINOIS | **2018**

Next to submissions along common PDW formats, we are 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 of music of all kinds, all in keeping with a CMS ethos. If this is you, [please contact us as soon as possible](#), as we are interested in experimenting with such creative possibilities as part of the PDW program. All in all, PDW's 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 possibilities 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 us (zanonibarros@gmail.com) 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: [January 9, 2018](#).

We are also in the early planning stages for the Division's 2016 Doctoral and Early Career consortium. In the spirit of collaborative work, we'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, we'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.

2018 Best Critical Doctoral Dissertation/Thesis Award

Mark Learmonth, Division Chair Elect, Durham University UK

Will you, or one of your doctoral students, have completed a doctoral dissertation/thesis in the period 1st April 2017 to 31st March 2018? Does the dissertation/thesis fall within the scope of the Critical Management Studies (CMS) Division's domain statement? If you have answered YES to both questions, we want to hear from you.

The Division is inviting submissions for the 2018 Best Critical Doctoral Dissertation/Thesis Award, which is sponsored by the journal *Organization*. Submitters must have completed a critical Ph.D. dissertation/thesis in the period 1st April 2017 to 31st March 2018 and successfully completed the formal examination process required to pass, including a viva voce and revisions, if applicable.

WHAT IS 'CRITICAL'?

The CMS Division serves as a forum within the Academy of Management for the expression of views critical of established management ideologies and practices, the taken-for-granted social or economic orders surrounding organization and business, and mainstream management theorizing/theories. Our premise is that structural features of contemporary society encourage organizations and their managers towards 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 analyses of discourses of management and management development; critical assessments of

emerging alternative forms of organization; critical epistemologies and methodologies; critical perspectives on business strategy; critical perspectives on class, gender, and race; critical perspectives on globalization, entrepreneurship, technological innovation, e-working, management consulting practices; critical perspectives on the profit-imperative and the natural environment; critical theories of identity, affectivity, rationality, and subjectivity; critical theories of resistance to managerial authority; critical theories of the nature of managerial authority; critiques of managerialist theories of management and organization; critiques of political economy; postcolonial critiques of organizations and management. For more information about the Division see <http://cms.aom.org>.

SUBMISSION PROCESS

Submissions must comprise four documents: **1)** A title page and abstract with complete author identification and contact information. **2)** An abridged version of the dissertation without author identification, which 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 dissertation/thesis and recommend its submission for this award. **4)** Details of everyone involved in the examination process (so that examiners can be excluded from the review process) along with the names and email addresses of four other scholars

with expertise in the area of the doctorate, who may be appropriate as reviewers.

Submissions, which should be sent as PDF email attachments to Mark Learmonth (mark.learmonth@durham.ac.uk), must be received by April 1st, 2018. Submitters will be informed of the outcome by May 31st 2018. The award will be presented at the CMS Division business meeting at the Academy of Management Annual Meeting, August 10-14 2018, Chicago, Illinois, USA. The winner receives a prize sponsored by *Organization* and a two-year subscription to the journal provided by SAGE. Previous winners of the competition are listed at <http://cms.aom.org/awards-and-competitions>.



Dark Side Case Competition - Balance and Perspectives

Fernanda Sauerbronn, Representative-at-Large (Membership and Outreach), Universidade Federal do Rio de Janeiro, Brazil

The XVII Edition of the Dark Side Case Writing Competition will take place in AOM 2018 in Chicago. The first edition occurred in 2001, and the idea remains the same: to develop cases that encourage students and faculty to take a critical look at how we understand business organizations in the neoliberal capitalist society. According to this approach, traditional mainstream cases served not only to focus students and faculty on issues of profitability, efficiency, and business effectiveness but to teach the values of capitalism in the process. In contrast, dark side cases support 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.

The competition is traditionally sponsored by the Management Ph.D. Program, of Sobey School of Business - St. Mary's University - Halifax. However, from now on the competition also will be co-sponsored by Routledge. The award to the best case will be a recognition plaque, author's certificates, and a credit of US\$200 on Routledge books. All finalist

cases will receive recognition certificates. Winners and finalists could even publish in a potential new edition of the Dark Side Book Series in the coming years.

The book series is in its 3rd Edition based on winners and finalist cases from the previous years, considering that the continued success of the Competition itself provided high-quality material. Greenleaf edited the first and second editions of the book series (2009 and 2013). In the current version (Sauerbronn, Diochon, Mills, and Raufflet, 2017), edited by Routledge there are fourteen cases, four of which focusing on *Business, Community and Environment* (Jammulamadaka, Saha, and Patel; Spohr, Amon Barros, and Gomes; Louche and Roome; Sauerbronn, Faria, and Denise Barros) sustaining the relevance of this theme to a critical management audience. Some issues are still in need, like the four on *Working Conditions and Labor Relations*, and the four on *Gender and Power*.

Some of these cases advance to other forms of organizing like cooperatives, political branches, and family businesses. Two of them on Management, Technology, and Education bring about the role of management education and 'technological' training to maintain practices that might generate some direct

or indirect harm regarding colonialist thinking in management education the third world.

Several years of competition reveal that is still time for management to rethink itself and focus on its education and other forms of organizing almost always a neglected issue in management literature.

Some issues need to gain a more attention and may include topics such as indigenous people of first nation rights and knowledge, human rights, migration, racism, sexism, class, ethnicity, organizational rights, urban conflicts, social movements; and cases of alternative (non-capitalist) organizations, etc.

The continuation of the competition aims to strengthen the CMS community and nourish the exposure of students to critical reflections on management and organizations. We would also like to encourage participants to use innovative formats in their cases, such as ROLE PLAY, VIDEOS, etc.

Please consider submitting your case to the XVII Edition (see <http://cms.aom.org/awards-and-competitions/dark-side-case-writing-competition>).



International Critical Management Studies 2019

Call for Conference Proposals

Following the announcement at the last CMS conference in Liverpool, July 2017, the International Board of Critical Management Studies (IBCMS) invites proposals to host the next International Critical Management Studies Conference scheduled for summer 2019.

Since 1999 about 500 delegates have met every two years to discuss ideas and contemporary social and political practices that help advance understanding of oppressive and exploitative forms of managing and organising. Critical Management Studies embraces a broad spectrum of 'critical theories' which share a commitment to identifying and experimenting with spaces of resistance and alternatives to the dominant capitalist, patriarchal and colonial matrix of control and domination.

The conference is an occasion to meet, make friends and engage with people from around the world who share radical and progressive views of management, 'business' and organization and more broadly support critical practices in education and wider social relations. The conference has a pluralist ethos and embraces a variety of theoretical resources to study relations of inequality, oppression and domination: including feminism, Marxism, post-colonialism, post-structuralism, psychoanal-



ysis, and other progressive approaches. In the past the conference has included streams such as critical accounting, marketing, information system, human resource, ablesim, diversity, ethics, as well as ad-hoc, thematic and experimental streams, workshops and events. For 2019 we would also like to incorporate new formats and structures (e.g. open space sessions, interactive/ guided discussions with large groups, film screenings, art installations, interactions with local/regional/national artists/activists/public intellectuals/media reps) that develop

the conference in ways that offer an alternative to the reproduction of narrowly focused 'eurocentric' structures and predominant discourses and are more readily inclusive of voices from outside academia and reconnecting our work to other critical social practices. We are especially interested in proposals that pay attention to the need to provide a 'conference' environment that fosters inclusivity of embodiment and voice through

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such things as physical access, program structure, thematic streams, timetabling, etc.

The IBCMS invites proposals from groups of critical scholars to host the next conference (summer 2019). We define such groups as scholars who are affiliated through either a single institution (e.g., Edgehill University) or combination of institutions (e.g., scholars from two or more universities working together), or from those affiliated through a scholarly and/or activist body (e.g., an association of feminist scholars).

The deadline for the submission of proposals is **December 30, 2017**. Please submit to: boardcms@gmail.com.

An outline proposal should be no more than 500 words and should address the following requirements (see doc. attached):

1. An intellectual 'theme' which resonates with the CMS community and that will potentially attract new delegates to the conference.

2. Outline of the proposing group's abilities to host and interest in hosting the 2019 International CMS conference (for example, a description of group members' involvement with CMS communities and their university or other institution's support).

An appendix should also be included in the proposal to include the following information:

3. Names and description of the organizing group, including roles for: overall coordination, logistic, streams coordination, communication and finance.

4. CVs detailing conference organization experiences, especially of critical management events (previous CMS; American Academy of Management, others).

5. Logistics for the conference: accommodation, food, plenary, seminar rooms and lecture theatres, accessibility, transport & travel.

The host will be selected on the quality of the proposal and the credi-

bility of the planned logistics - a proven track record for hosting successful international conferences, for example, will be considered an advantage. The international board will work closely with the organizing host and will provide additional guidance and support drawing on the experiences of those who have hosted conferences in the past. Organizing teams will be offered a conference organizing pack that will include useful information and other resources: lists, structures, networks, etc.

Please distribute this call to anyone who may be interested in hosting CMS 2019.

For any queries please do not hesitate to contact us at: boardcms@gmail.com.

Job Posting

Professor in Organization Studies/Human Resource Management @ Essex
University of Essex - Essex Business School



<http://www.jobs.ac.uk/job/BGA536/professor-in-organisation-studies-human-resource-management/>

This is an exciting opportunity to join the newly established Organisation Studies and Human Resource Management Group at Essex Business School.

If successful, you will be part of a team of over 14 research active colleagues with a global reputation for their work in critical organisation studies, Human Resource Management (HRM) and equality and diversity.

The Role and Duties

With a demonstrable commitment to social scientific research, engagement with external stakeholders, and experience of the demands of teaching and working within a business school environment, you will be expected to develop and provide leadership across the subject field through high profile research, teaching and leadership activities, alongside collaboration with other institutions regionally, nationally and internationally.

You will contribute to the delivery of our CIPD accredited MSc in Human Resource Management and the development of our planned MSc in Organisational Change Management. You will also be prepared to take part in undergraduate and post-graduate teaching and supervision across a range of courses.

Furthermore, as a senior scholar you will also be expected to undertake, when required, administrative and leadership responsibilities within the School and/or Group.

Qualifications and Skills required

We are keen to appoint a talented scholar with experience in any area of Organisation Studies or HRM or other related specialism. We would, however, especially welcome applications from those with expertise in:

- Organizational Change Management
 - Leadership
 - Organizational Culture and Symbolism
- Or
- International HRM
 - Strategic HRM
 - Human Resource Development

You should have a PhD in Organization Studies, HRM or a related specialism (or be in the final stages of completion), evidence of published research output of peer-reviewed international quality, and experience of teaching in the areas of Organization Studies and/or HRM. Academic membership of the CIPD, or a willingness to obtain this, is also desirable.

We particularly welcome female applicants and those from an ethnic minority group, as they are under-represented at this level.

Qualitative Research In Management and Organization Conference

March 27th – 29th, 2018 | Albuquerque, New Mexico, USA

Praxis and Performance in Research



KEYNOTE SPEAKERS

Patti Lather

Professor Emerita in Educational Studies,
The Ohio State University, USA

D. Soyini Madison

Professor of Performance Studies,
Northwestern University, USA

Qualitative research still suffers from the drive to standardise research design and methods. But there are researchers now working at the edge with diverse ontologies and epistemologies to develop more emergent, indigenous, and democratic forms of knowledge. They challenge essentialist approaches and utilize more participative-methods that develop research from within, rather than apart from, lived experience and present it in diverse and evocative forms consistent with living within our subject. The aim of QRM 2018 is to explore alternative forms of knowledge, methodologies, methods, ways of 'theorising' that expand the possibilities for engaging with the world around us and for developing a more emancipatory social science.

Each keynote speaker has pushed the boundaries in this area. Patti Lather is Professor Emerita in Educational Studies, with appointments in the Departments of Women's, Gender and Sexuality Studies and Comparative Studies. Over the last 20 years, she has been formative in developing feminist methodologies and research as praxis. She has numerous articles on feminist methodology, qualitative research and gender and education. She has authored five books, including *Getting Lost: Feminist Efforts Toward a Double(d) Science* (2008) and the most recent 2017 *(Post)Critical Methodologies: The Science Possible After the Critiques*, which is a compilation of her selected works.

D. Soyini Madison is Professor of Performance Studies in the School of

Communication, with appointments in the Department of African American Studies and the Department of Anthropology. Her research interests lie in studying indigenous activism, labor union movements and leadership through a performance analytic that combines ethnography, performance theory and a critical perspective. She is author of four books, including *Acts of Activism: Human Rights as Radical Performance* (2010) and *Critical Ethnography: Methods, Ethics, and Performance* (2005), and has given public performances that enact the felt-experiences of fieldwork.

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 the last five QRM conferences in providing opportunities to discuss and explore more reflexive and imaginative forms of research and to develop collaborations.

The conference will consist of two streams. Stream 1 focuses on exploring issues relating to the conference theme – the possibilities and challenges of research concerned with praxis, performance, and critical ontologies and epistemologies. Stream 2 addresses more general issues relating to methods, voices and ways of writing qualitative research.

We encourage paper, panel and other forms of presentation that explore philo-

sophical, conceptual and methodological issues in researching organizational life from a qualitative perspective. Contributions may be from a variety of epistemological perspectives and a range of disciplines including management and organization studies, communications, cultural studies, accounting, marketing, information and decision sciences, sociology, psychology, education, health and public administration.

In addition, we will be running two workshops on March 27th from 1 – 4pm for participants who may be interested: *'Creating organizational knowledge through dialogical sense-making: Tools for*

enhancing critical reflexivity' and *'Crossing boundaries with multimodal qualitative methods'*.

If you are interested in attending the conference, please contact Ann Cunliffe at a.cunliffe@bradford.ac.uk. Further details are available on the Conference Website at www.qrmconf.org.

Conference organizers and contact information:

Ann L Cunliffe

Fundação Getulio Vargas, Brazil

Karen Locke

College of William and Mary, USA

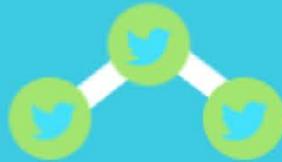
Rafael Alcadipani

Fundação Getulio Vargas, Brazil

Conference Email: a.cunliffe@bradford.ac.uk



UPDATE ON OUR **TWITTER** FOLLOWERSHIP



AS OF TODAY WE HAVE
1083 FOLLOWERS



Our membership has nearly doubled since 2016



Please continue to re-tweet our posts so that the CMS community stays up-to-date and vibrant



Be sure to mention the CMS Division (@cms_aom) in your tweets relevant to the community so that our news is spread widely

@CMS_AOM