

Mar/Apr 2025



A Message from Your Leadership Team

Greetings!

MSR has been stepping up its activities in recent months, with an emphasis on processing PDW and scholarly submissions for AOM 2025. We are proud to share that the numbers of submissions have increased, thanks to the active promotion of our division's lead team members and our outreach team to new global scholar populations.

We are also working toward some interesting virtual research meetings, as well as a virtual retreat, for which we will share the dates as soon as they are confirmed.

Through this venue, I would like to invite MSR members to consider recording a brief talk of 5 to 8 minutes on a topic they consider interesting to share with other MSR-friends and members. The topics may vary from MSR-focused research and teaching to a set of insights on how MSR fills your purpose in daily life. Attached is the promo flyer for your orientation.

Thank you for being an AOM friend or member. We continue to expand our activities as a division, and hope you will spread the word of our activities, which are geared toward greater connectedness and wellness on our beloved plant.

Warmest regards and much respect,

Joan Marques

MSR Chair 2024-'25



Mindful MSR Moments

MSR is inviting members and friends to submit a self-recorded talk related to one of the following topics:

- Your area(s) of MSR-related research and how used.
- The way you apply MSR related topics in your teaching.
- How you perceive MSR's importance or connection to other disciplines.

Guidelines:

- Quality: clear sound and picture for You-Tube posting
- Written permission from the speaker to be posted on YouTube perpetually without remuneration
- Duration: 5-10 minutes
- No offensive topics or political allusions.

The review team beholds the right to reject inappropriate submissions or request a revision.

For more information or submissions, contact Joan Marques at: joamarq@gmail.com

Current Trends in MSR Research



Exploring the Intersection of Religion, Spirituality, and Organizational Behaviour through Quantitative Methods

Dr. Maria Eduarda Soares, ISEG - University of Lisbon

Throughout the first decade of my academic career, I regarded religion and spirituality (R/S) as fundamental dimensions of my personal life, but entirely separate from my professional life. As a researcher in Organizational Behaviour (OB), it had never occurred to me to explore possible links between R/S and OB, let alone consider how one might use quantitative methods to study such subjective and intimate experiences as religion and spirituality. That changed when I attended a talk on religious identities in Portugal. What struck me was that the concepts used – motivations, perceptions, beliefs – were very similar to those I had long employed in my OB research. This was the first time I acknowledged that R/S and OB might not only intersect but could be studied using similar frameworks and methodologies.

Over time, I became increasingly interested in understanding how employees' religious and spiritual orientations influence key OB outcomes such as job attitudes (e.g., job satisfaction and organizational commitment), ethical behaviour, decision-making, and leadership styles. I also realized that quantitative methods are growingly advancing evidence-based understanding in this area. These tools enable researchers to explore the complex dynamics between R/S and OB, enriching both scholarship and practice.

Quantitative approaches provide a systematic and objective way to examine the interplay between R/S and OB. Using standardized instruments (e.g., validated scales of workplace spirituality or intrinsic/extrinsic religiosity) researchers can gather large data sets from diverse religious contexts. Techniques like regression analysis and structural equation modelling (SEM), help control for confounding variables and clarify the direction and strength of these relationships. Given the multidimensional nature of R/S phenomena, higher-order constructs in SEM are particularly useful.

A bibliometric review conducted for the 2023 MSR five-year review showed that, for the period 2004-2021, the number of quantitative papers published in the Journal of Management, Spirituality and Religion (JMSR) exceeded that of qualitative research. That said, I often find it challenging to find fellow researchers who share a passion for both R/S and quantitative methods. If you happen to be one of those kindred spirits, I'd love to connect—don't hesitate to reach out!

Member Spotlight



Dr. Jeannel King is a dynamic educator, researcher, speaker, and facilitator who thrives at the intersection of human potential and transformation. As an adjunct professor at Saybrook University, King brings passion and expertise to courses on humanistic psychology, creativity, leadership, consciousness, and spirituality. Her andragogy is grounded in person-centered approaches that empower students to explore their unique paths while achieving academic and personal success. In addition to her academic role, Dr. King loves coaching graduate students to experience greater joy in their academic adventures and embrace

their authentic selves. As a visual facilitator, she collaborates with teams to spark creativity, foster innovation, and achieve meaningful breakthroughs. Beyond her professional life, Dr. King is a foodie, collage artist, avid reader, and unapologetic fan of the cult classic series Mystery Science Theater 3000.

Recent Events @ MSR

RAL Events: March 21, 2025

Online panel discussion on "Ways of Knowing in indigenous traditions across the world". Facilitated by Ramya T. Venkateswaran (IIM Calcutta, India), with 5 distinguished panel speakers: Ella Henry (Auckland University of Technology, New Zealand), Ron Sheffield (Rensselaer Polytechnic Institute, USA), Naida Culshaw (Grenoble Ecole de Management, France), and Raghu Ananthanarayanan (Ritambhara Ashram, India).

MSR Monthly: March 19, 2025

Monthly virtual gathering, hosted by Danny Sandra, an opportunity to share updates, nurture research, foster collaboration, and strengthen the MSR Division Community. This month with a special presentation on "Leadership Outcomes of Using Spiritual Practices" by Sue Fairchild (University of Minnesota).

Free Access Webinar by Joan Marques, MSR Division Chair: March 6, 2025

Entitled "Courage: paving our personal leadership path", this presentation entailed considerations on how to exert mindful and balanced performance towards continuous personal and professional experience. The webinar was sponsored by Woodbury and can be viewed in the following **link**: <https://lnkd.in/gCMuCTyF>

On the Horizon @ MSR

Do you have an MSR activity you want others to know about - please check out these handy instructions on how to [Add an Event to the MSR calendar](#) or [Create a Discussion post](#).

EVENTS:

MSR Quarterly gathering series session: April 17, 2025

Online session with Kathryn Goldman Schuyler and Julian Norris on "Awakening to Ourselves, One Another, and the Earth: Awareness Practices and Systems Change"!

Time: 4:00-5:30 pm PT [USA] / 7:00-8:30 pm ET [USA] / 8:00-9:30 pm Sao Paolo and Rio de Janeiro

LINK: <https://us02web.zoom.us/j/84592323179?pwd=7zD2V9uFPFJvHIY5goG52Ik8mkZMjb.1>

Meeting ID: 845 9232 3179

Passcode: breathe!

Leadership for Flourishing Conference: June 30-july 1, 2025

Organized by Worcester College, University of Oxford

Link for more information:

<https://thebridge.wellingtoncollege.org.uk/events/leadership-for-flourishing-conference-2025/>

EURAM Conference: June 22-25, 2025

Organized by University of Florence. Includes a track entitled "Wisdom, Spirituality and Purpose: Nurturing Flourishing within Organizations and Management Education"

LINK: https://conferences.euram.academy/2025conference/download/t01_12-wisdom-spirituality-and-purpose/

MSR Division Colloquium: June 7-8, 2025

A 24-hour online event, free of charge, where you can meet scholars and practitioners from different continents to explore topics in the intersection of Management, Spirituality, and Religion.

For more information and registration: <https://lnkd.in/eCHjvcS7>

Symposium on Spiritual Knowledge Management: June 4-6, 2025

Organized by the Knowledge Management Group at WU Vienna and sponsored by IAMS (International Association of Management Spirituality and Religion).

Link for more information: <https://www.iamsr.org/events/workshops-symposiums/>

CALLS FOR SUBMISSION:

Call for Submissions: Future and Knowledge Management Conference Stream at the 59th Hawaii International Conference on System Sciences. Interested participants should submit their papers by **June 15, 2025, 11:59 pm HST** through <https://hicss-submissions.org>. For more details, please visit the full call for submissions here:

https://www.linkedin.com/posts/alexander-kaiser-a294381a_future-and-knowledge-management-activity-7305268345379917825-4PSE/

Call for Book chapters: Call for Chapters for a book on "Spirituality, religious perspectives on management education". A wide range of topics is encouraged. **Deadline for full chapters: September 2025.** For further information please contact the guest editors: Kathryn Pavlovich kathryn.pavlovich@waikato.ac.nz and Stacie Chappell stacie.chappell@gmail.com

Special issues of the Journal of Management, Spirituality, and Religion:

Title: *Leadership, Organization and Management for the Flourishing of Life, Work, and Society*.

Guest Editors: Tom Culham (Simon Fraser University, Canada), Peter McGhee (Auckland University of Technology, New Zealand) and Stacie Chappel (Vancouver Island University, Canada).

Deadline: May 31, 2025

Link: https://www.iamsr.org/wp-content/uploads/2024/12/2024-12-07_Leadership_CFP.pdf

Title: *The Impact of Religious Fasting on Organizational Functioning*

Guest Editors: Ahmed Amin (German University in Cairo, Egypt), Menatallah Darrag (German University in Cairo, Egypt), Yusuf Sidani (American University of Beirut, Lebanon).

Deadline: June 30, 2025

Link: https://www.iamsr.org/wp-content/uploads/2024/06/2024-06-26_Fasting_SI_info_web.pdf

Title: *The Spiritual Dimensions of Love in Leadership: Critical Perspectives, Shadow Aspects, and Integral Approaches*

Guest Editors: Mohammed Raei (Amman, Jordan) and S. Aqeel Tirmizi (Antioch University, Turkey).

Deadline: September 30, 2025

Link:

https://www.iamsr.org/wp-content/uploads/2025/01/2025-01-28_Love_in_leadership_for_web_updated.pdf

We want to hear from all our MSR members

If you would like to contribute to a future newsletter, please add your contribution in [this form](#).

Recent Publications

Sharing our research is yet another way to connect with one another. This section is an opportunity to share our MSR scholarly work. These works were submitted to the CommTech team recently. If you have a recent publication or conference paper please submit it using [this form](#) and we will include it in a future issue.

Book Chapters

Kumar, P & Ghosh. R. (Jan, 2025). Mentoring Indian women. In J. Helms Mills, A.J. Mills, K.S. Williams & R. Bendl. (Eds.). Encyclopedia of Gender and Management. Cheltenham: Elgar.

https://www.elgaronline.com/display/book/9781803922065/ch97.xml?tab_body=abstract-copy1

Mukherjee, P & Kumar, P. (Jan, 2025). Executive search and gender perspectives. In J. Helms Mills, A.J. Mills, K.S. Williams & R. Bendl. (Eds.). Encyclopedia of Gender and Management. Cheltenham: Elgar.

https://www.elgaronline.com/display/book/9781803922065/ch42.xml?tab_body=abstract-copy1

Mukherjee, P & Kumar, P. (Jan, 2025). Female networks. In J. Helms Mills, A.J. Mills, K.S. Williams & R. Bendl. (Eds.). Encyclopedia of Gender and Management. Cheltenham: Elgar.

https://www.elgaronline.com/display/book/9781803922065/ch47.xml?rskey=EKD3Tw&result=1&ab_body=abstract-copy1

Saxena, S., Chaudhary, D. (2025). Faithful Algorithms. In: Marques, J. (eds) Encyclopedia of Diversity, Equity, Inclusion and Spirituality. Springer, Cham.

https://doi.org/10.1007/978-3-031-32257-0_159-1

Conference

Nandram, S., Mourmont, G., Joshi, G., Rocha, G. R., and Bindlish, P. (2025) Reimagining Academic Freedom: The role of spirituality and nonviolence in peace education | AURORA International Peace Conference - The Role of Higher Education in Peacebuilding, Universitat Innsbruck (Austria).