

2023 ISSUE 2 · JUNE

CMS NEWSLETTER

CMS is a Division of the Academy of Management



Editor's Note

BY KRISTIN S. WILLIAMS

In our June issue, we focus on preparations for the annual general meeting at the Academy of Management this August in Boston. If you have not already registered, please do so and join us from August 4-8th! Stay tuned to the AOM website for program updates. All CMS events and sessions will be hosted at the Boston Park Plaza.

Our AOM features in this newsletter include an introduction to our divisional keynote: Jo Grady. We highlight the doctoral consortium and include important registration links. We are delighted to preview this year's award winners including best critical thesis/dissertation award winner, Belinda Zakrzewska. Additionally, we share information about our new awards and our award granting process. We complete our conference related messages with important information about scholarships and waivers.

In this issue, we pleased to share an annual update from the CMS InTouch collective, including introductions to new members. Our feature essays are authored by Amal Abdellatif and Darren Thomas Baker.

As usual, we have included a section that supports publishing critical work, including a journal spotlight feature on Culture and Organization, a summary of critical calls for papers and submissions and a promotion for the upcoming iCMS conference.

If you would like to contribute to the newsletter, write for us or share a special call that might be of interest to the CMS community, please get in touch with me at kristin.williams@dal.ca.

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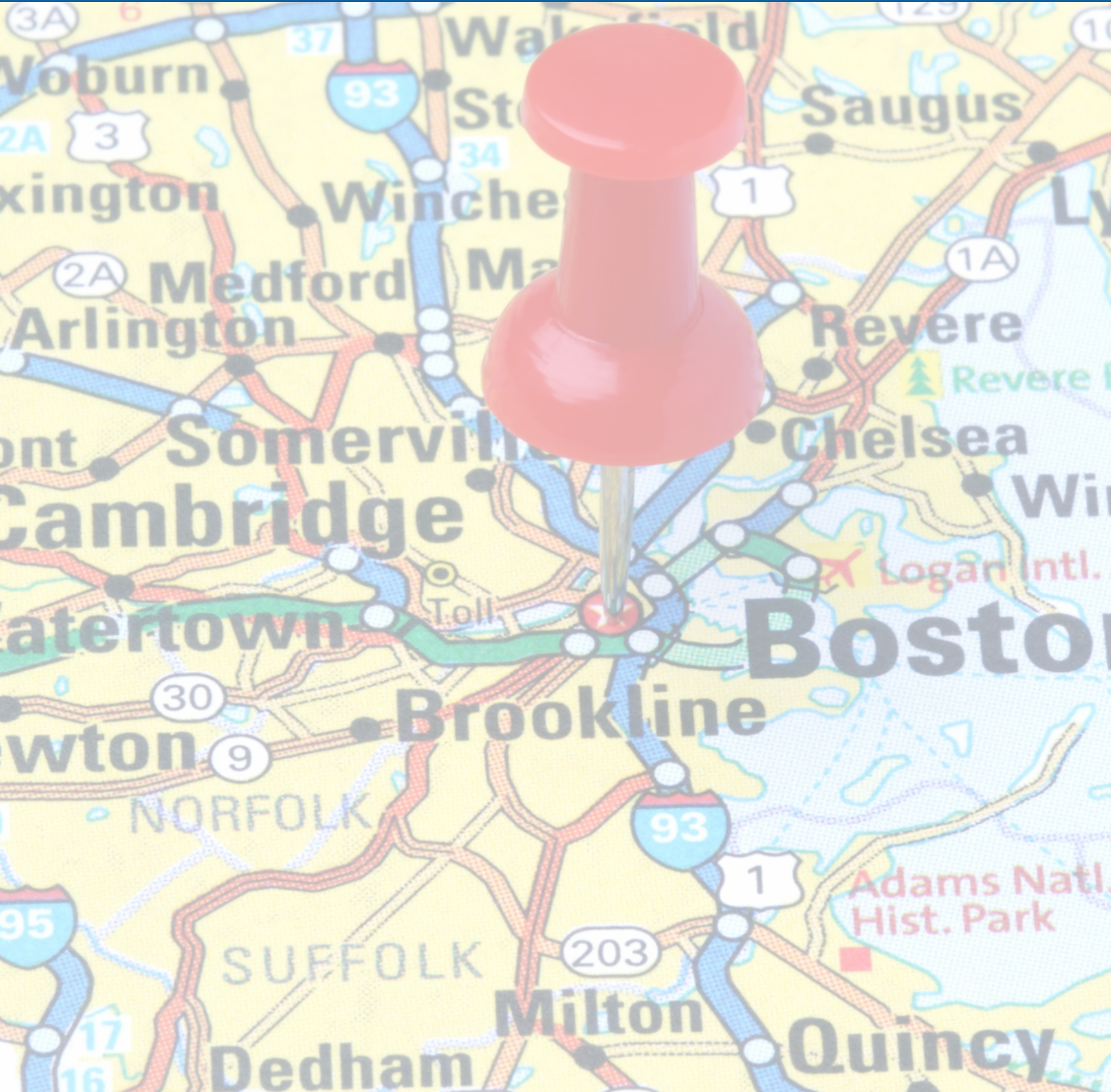
- Journal Spotlight:
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Meet the Team (page 29)



Critical Management Studies
A Division of the Academy of Management

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KEYNOTE SPOTLIGHT

JO GRADY, GENERAL SECRETARY OF UCU (UK)

Dr Jo Grady was elected General Secretary of the University and College Union in 2019 in the UK. Previously she had spent ten years as a UCU departmental rep and branch officer at the universities of Leicester and then Sheffield, where she was a Senior Lecturer in Employment Relations.

Jo was born in 1984 to a striking miner and, having attended Wakefield College, completed a PhD at the University of Lancaster on trade union responses to neoliberal pensions reforms. Alongside her work for UCU, she helps organise feminist anti-fascist assemblies and has served as a trustee of a domestic violence charity.



CMS Divisional Keynote Speaker





DOCTORAL CONSORTIUM

FROM YOUR CMS EXECUTIVE

The CMS Doctoral Student and Early Career Scholar Consortium offers PhD students, who are at any stage in their program, and Early Career Scholars a great opportunity to connect with like-minded individuals and explore ideas, share knowledge, and contribute to discussion about critical management studies research, teaching and engagement.

This year, we have several conversations planned, to be hosted by members of the CMS executive team. These conversations are designed to help strengthen your CMS networks, answer early career questions and explore publishing critical work. Our dedicated table conversations include:

- First job
- Early career challenges
- Publishing
- Being critical in academia

LINK TO REGISTER



Additionally, for early career attendees, we have a mentorship-matching program initiative whereby we will help introduce you to an academic mentor in the CMS community.

MENTOR APPLICATION



PDW PROGRAM

MARIANA PALUDI & PENELOPE MUZANENHAMO

10444 CMS	Turning Your Critical Thesis into a Critical Book	<ul style="list-style-type: none"> Facilitators: Kristin S Williams, U. of Eastern Finland; Liela A. Jamjoom, Dar Al-Hekma U.
11446 CMS/OMT	Writing Essays to Advance Management Scholarship: A Professional Development Workshop	<ul style="list-style-type: none"> Facilitators: Daniel Muzio, U. of York; Bill Harley, U. of Melbourne Coordinators: Thomas J. Roulet, U. of Cambridge; Trish Reay, U. of Alberta; Paul Hibbert, U. of St Andrews; Dirk Lindebaum, Grenoble Ecole de Management; Renate Elisabeth Meyer, WU Vienna & Copenhagen Business School
10445 CMS	Navigating the Pressures of Academia: Systemic Barriers	<ul style="list-style-type: none"> Facilitators: Kristin Samantha Williams, U. of Eastern Finland; Paulina Segarra, U. Anahuac Mexico; Liela A. Jamjoom, Dar Al-Hekma U.; Fernanda Filgueiras Sauerbronn, U. Federal do Rio de Janeiro - UFRJ
14301 CMS/SIM	Advancing Research on Violence and Inequality	<ul style="list-style-type: none"> Organizer: Fahreen Alamgir, Monash U.
13404 CMS/DEI	Navigating Business Schools Without a Business Background... Mission (Im)possible?	<ul style="list-style-type: none"> Organizers: Richard Longman, The Open U., United Kingdom; Paulina Segarra, U. Anahuac Mexico
17474 CMS	Performativity, Academic Activism, and Critical Management Education	<ul style="list-style-type: none"> Coordinators: Jennifer Manning, Technological U. Dublin; Amon Barros, FGV EAESP Sao Paulo School of Business Administration; Alexandra Bristow, The Open U. Business School; Ozan Nadir Alakavuklar, Utrecht U., School of Governance; Ghazal Zulfiqar, Lahore U. of Management Sciences

PDW PROGRAM

MARIANA PALUDI & PENELOPE MUZANENHAMO

104457 CMS	Mental Health in Academia: At the Intersection of Doing a PhD and Personal Health and Well-Being	<ul style="list-style-type: none"> Facilitators: Paulina Segarra, U. Anahuac Mexico; Kristin S Williams, U. of Eastern Finland
11073 CMS/MED/SIM	Critical Visual Pedagogies	<ul style="list-style-type: none"> Organizers: Fahreen Alamgir, Monash U.; Michelle Greenwood, Monash U.; Gavin Jack, Monash U.; Susan E. Mayson, Monash Business School; Kathleen Riach, U. of Glasgow; Laura Visser, Monash U., Australia; Julie Wolfram Cox, Monash U.
19959 CMS	Doctoral Student and Early Career Scholar Consortium	<ul style="list-style-type: none"> Organizers: Mariana Paludi, U. Técnica federico santa maria; Penelope Muzanenhamo, U. College Dublin, Smurfit; Liela A. Jamjoom, Dar Al-Hekma U.; Elina Riivari, U. of Jyväskylä; Ozan Nadir Alakavuklar, Utrecht U., School of Governance; Alexandra Bristow, The Open U. Business School; Caroline Clarke, The Open U. Business School; Richard Longman, The Open U., United Kingdom; Arturo E. Osorio, Rutgers U.; Alison Pullen, Macquarie Business School, Macquarie U.; Fernanda Filgueiras Sauerbronn, U. Federal do Rio de Janeiro - UFRJ; Ghazal Zulfikar, Lahore U. of Management Sciences; Paulina Segarra, U. Anahuac Mexico; Kristin S Williams, U. of Eastern Finland; Amon Barros, FGV EAESP Sao Paulo School of Business Administration

PRIZES GALORE AS THE NEW AWARD SELECTION PROCESS TAKES SHAPE

ALEXANDRA BRISTOW, GHAZAL ZULFIQAR,
CAROLINE CLARKE & RICHARD LONGMAN

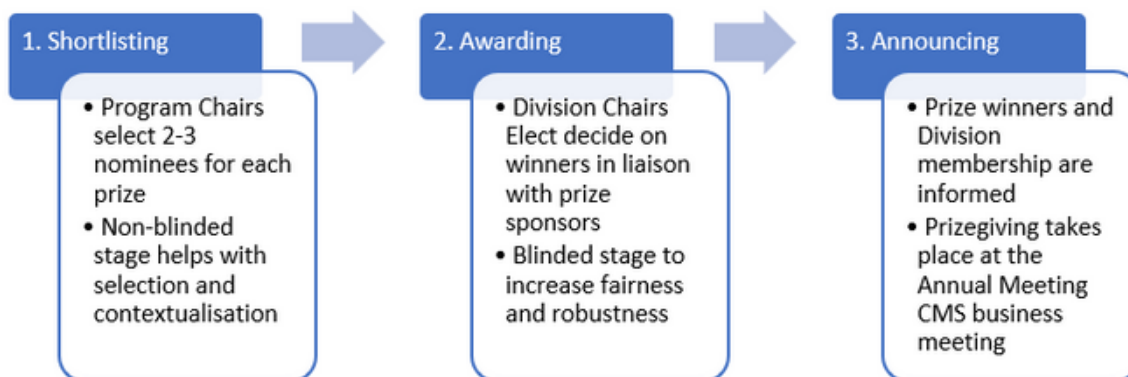
PrThis year we have developed a new process for awarding CMS Division paper prizes to make it more robust, fair, and transparent. Previously, paper prize winners were selected by Program Chairs in liaison with the sponsors of individual awards. Program Chairs are the only members of the Division executive committee who have access to the part of the AOM Program Development system that contains papers, and therefore they are the only exec members who can identify potentially winning papers. However, they are also able to see the submitting authors' information, meaning that their role in the awardee selection cannot be blinded.

The new process

This year, we have added an extra stage to the awarding process to get around that issue (see Figure 1). Under the new process, Program Chairs carry out the initial shortlisting, identifying 2-3 nominees for each award. This first stage is non-blinded, meaning that Program Chairs are able to consider reviewer feedback on papers and use author identities for contextualisation. For example, this is used to identify Doctoral and Early-Career authored papers for the relevant prizes. For all Division prizes, papers by the Division executive members are excluded from consideration at this stage, unless they are Doctoral or early-career scholars or are collaborating with Doctoral or early-career scholars, where the latter are lead authors.

Program Chairs then anonymise the shortlisted papers and pass them onto Division Chairs Elect for the next, blinded, stage of the process. Division Chairs Elect select the winners from each shortlist in liaison with the relevant award sponsors. In the final stage of the process, the prize winners are announced, with the prizegiving taking place at the Annual Meeting CMS business meeting.

Figure 1. The new awarding process.



PRIZES GALORE AS THE NEW AWARD SELECTION PROCESS TAKES SHAPE

ALEXANDRA BRISTOW, GHAZAL ZULFIQAR,
CAROLINE CLARKE & RICHARD LONGMAN

New prizes and sponsors for 2023

This year we were also delighted to add three new paper prizes to our line-up of awards, bringing the total number of paper prizes available to 10. (This is in addition to the Division's Most Developmental Reviewer Award and the Best Dissertation Award, which are handled separately.) The new paper prizes are: Best Critical Leadership Paper sponsored by the journal *Leadership*, Most Promising Early Career Paper sponsored by the journal *ephemera*, and The Professor Anshuman Prasad Award for the Best Postcolonial scholarship and Decolonial practice Paper selected by Professor Pushkala Prasad and sponsored by the journal *Organization*.



- The 'Best Critical Leadership Paper' represents an initiative by the new Editors-in-Chief of *Leadership*, Professor Gareth Edwards and Professor Doris Schedlitzki, to connect with a critical audience. Their landmark leadership textbook (*Studying Leadership: Traditional and Critical Approaches*, Sage, 2021) connects explicitly with many of the key critical resources common to our community. So, happily, our critical work continues to be welcomed in this super journal. The recipient of the award will receive free online access to *Leadership* and a £150 voucher to be used on any SAGE books or journals.
- The 'Most Promising Early Career Paper' signals the strengthening of a link with *ephemera* and provides an opportunity for a new scholar to mature and progress whilst, at the same time, promoting another kind of scholarship than what you typically find in mainstream journals. The successful author will receive mentoring from two members of the *ephemera* collective on a particular manuscript they want to see published and could even extend to receiving career-advice or suggestions for how to survive academia.
- Professor Anshuman Prasad Award for the Best Postcolonial scholarship and Decolonial practice marks the legacy of a scholar dedicated to critical scholarship. It was through Anshu's work that postcolonial theory first came to attention in organization and management studies. Since that time, the field has flourished through a depth of insight which has given rise to a commitment to interrogate ideology and reshape practice. This award marks Anshu's passing and, in this first year, we are very moved that the recipient has been selected by Professor Pushkala Prasad. The award is sponsored by the journal *Organization*, with the winner receiving one year subscription to the journal.

AWARD WINNERS

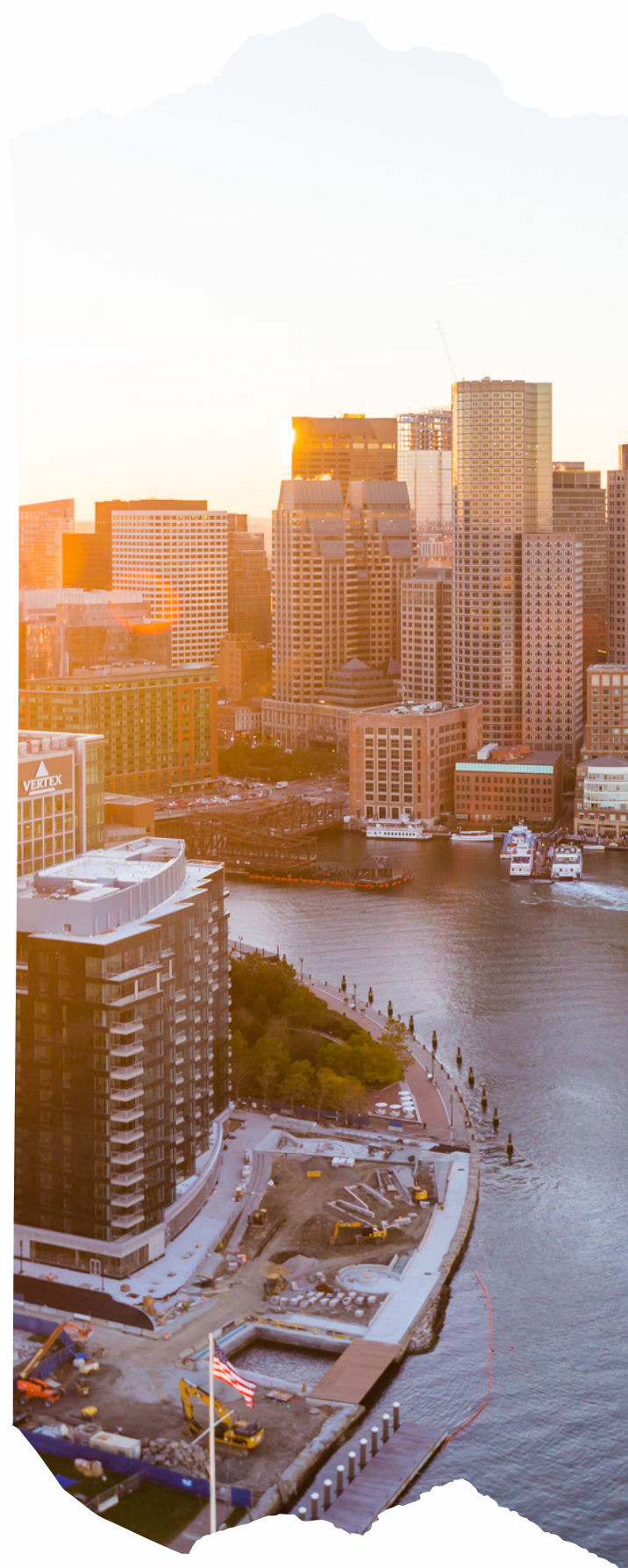
ALEXANDRA BRISTOW, GHAZAL ZULFIQAR,
CAROLINE CLARKE & RICHARD LONGMAN

This year's winners

We are delighted to announce our 2023 winners for these and previously existing awards. Submissions have been very strong this year and so the decisions about which papers to award have been particularly challenging. Congratulations to our winners! We have no doubt that their award-winning papers summarised in Table 1 below will intrigue, challenge, thought-provoke, and encourage the CMS community around the world, triggering both dialogue and progressive action.

As well as the winners of our 10 paper awards, we would also like to thank and congratulate the three winners of our Most Developmental Reviewer Award (see Table 2). Without the selfless and conscientious voluntary labour provided by CMS reviewers, the work of the Division would grind to a halt and there would be no CMS program at the AOM Annual Meeting. The three winners of 2023 have all provided outstanding, developmental reviews on submissions to the program. They have written their reviews with true care and concern for the authors and their work, giving very helpful comments as also acknowledged by the authors of the submissions they reviewed. All three winners have been exceptional reviewers and therefore we have decided to split the award between them.

The subsequent editions of this newsletter will also feature our other award winners and their work in more detail.



BEST CRITICAL THESIS/DISSERTATION

2023 AWARD WINNER

We are delighted to announce the winner of the Best Critical Thesis/Dissertation Award 2023 sponsored by Organization.

Belinda Zakrzewska, Lecturer in Marketing at the University of Sussex Business School, UK, has been recognised for her doctoral work, entitled, “Anti-manual for the organizational construction of authenticity in postcolonial contexts”.

It was a tremendously strong competition. Twelve submissions were received, and each was reviewed anonymously by two experts in the field. The quality of submissions was exceptionally strong; indeed, each submission was adjudged to be worthy of high praise. We are very grateful for the efforts of all who submitted – every one of them has a valuable contribution to make to our CMS community over the coming years. Their work has such variety and vitality. We are also grateful for the reviewers who offered their time and expertise to the process.

A full report will appear in the next edition of the newsletter.



DARK SIDE CASE COMPETITION

2023 AWARD WINNER

The CMS Division is pleased to sponsor the annual Dark Side Case Competition at the Academy of Management meeting. Now in its 22nd year, the Dark Side Case Competition was designed to encourage and acknowledge the development of cases that provoke reflection and debate on putting the worker front and center. Unlike mainstream cases, critical cases constitute a fundamental challenge and radical alternative to mainstream corporate and management conceptual frames, mental models, values, paradigms, practices, processes and systems. The competition is sponsored by Routledge. The award to the best case is a recognition certificate and a credit of US \$250 on Routledge books.

This year's winning dark side case is "Rio de Janeiro, the Wonderful City, Gets Smarter, but for Whom?", authored by Manuela Lorenzo (Brazilian School of Public and Business Administration), Bianca Sa (Brazilian School of Public and Business Administration) and Ana Christina Celano (IBMEC, Rio De Janeiro).

Please join us for the dark side case presentations, session 20341, 10:00-11:30 am Boston Park Plaza, Franklin Room.



AWARD WINNERS

ALEXANDRA BRISTOW & GHAZAL ZULFIQAR

Award	Sponsor	Winning paper	Author(s)
Best Critical Paper	Organization	We all stand together" (or do we?): Understanding the emergence of solidarity at work	Anne Antoni, Grenoble Ecole de Management Heather Connolly, Grenoble Ecole de Management
Best Doctoral Student Paper	Organization	Gender-Based Violence in India and Feminist Organizing of Women's Court's Work for Its Prevention	Poonam Barhoi, Indian Institute of Management, Indore Ranjeet Nambudiri, Indian Institute of Management, Indore Nobin Thomas, Indian Institute of Management, Indore
Best Critical Management Learning Paper	Management Learning	Social entrepreneurship education: changing the world or maintaining the status quo?	Laure Leglise, Catolica Lisbon School of Business and Economics Emily Cook-Lundgren, NEOMA Business School

AWARDS

ALEXANDRA BRISTOW & GHAZAL ZULFIQAR

Award	Sponsor	Winning paper	Author(s)
Best Critical Organization Studies Paper	Organization Studies	Relational perspectivism and the case for slow theorizing in critical temporal studies	Julie Wolfram Cox, Monash U. John S Hassard, U. of Manchester
Best Critical Gender Paper	Gender, Work, and Organization	Gendering 'The Hidden Injuries of Class' and in-work poverty in Britain	Cat Spellman, Durham U. Business School Jo McBride, Durham U. Business School
Best Critical International Business Paper	Critical Perspectives on International Business	Violence & Afghan Women: Invasions, interventions, and mobilization - A call for reflexive engagement	Fahreen Alamgir, Monash U. Saleem Saha, ARDHO
Best Critical Business Ethics Paper	Journal of Business Ethics	In the Name of the Law: A Study of Undocumented Immigrants' Experiences of Legal Violence	Roya Derakhshan, Bocconi U. Rashedur Chowdhury, U. of Essex Business School
New Best Critical Leadership Paper	Leadership	Algorithmic leadership and the game of business	Sverre Spoelstra, Copenhagen Business School Nick Butler, Stockholm U.

AWARDS

ALEXANDRA BRISTOW & GHAZAL ZULFIQAR

Award	Sponsor	Winning paper	Author(s)
New Most Promising Early Career Paper	ephemera	Fluid or Entrenched Inequalities? Dilemmas of Tackling Disadvantages in Migrant Support Work	Laura Kangas-Müller, Aalto U., Department of Management Studies
New The Professor Anshuman Prasad Award for the Best Paper on Postcolonial Scholarship and Decolonial Practice	Organization	Decolonizing Feminist 'Knowledge': 'The Modern Woman' in Kazakh Influencer Culture	Nandita Roy, Indian Institute of Management, Calcutta Anjan Ghosh, Narxoz U. Paromita Chakravarti, jadavpur U. Nurlykhan Aljanova, Graduate School of Business, Nazarbayev U. Nazym Baskynbayeva, al-Farabi Kazakh National U.
Most Developmental Reviewer	Organization	Jussara Pereira, FGV – EAESP, Brazil Armindo Dos Santos De Sousa Teodosio, Pontifical Catholic U. of Minas Gerais, Brazil Belinda Zakrzewska, U. of Sussex Business School, UK	

SCHOLARSHIPS AND WAIVERS

ARTURO E OSORIO

With the help of the AoM we are continuing to offer scholarships and waivers to attend the annual conference, this year in Boston, MA.

The scholarships are part of our ongoing efforts to be inclusive. Thus we target two groups; division members facing economic hardships and division members coming from places where exchange rates prevent them from participating in the conference. In concrete, we are aiming to help PhD students, early career scholars, and CMS members who may have economic hardships preventing them to attend.

The waivers are part of our commitment to open our doors to critical scholars and member of the community who are not AOM members, yet may benefit from participating in it and / or will enrich AOM experience of Critters.

At the Executive Board, we want to foster a community where critical scholarship is not just a way of writing but also a way of living and sharing. Thus, the economic relief provisions that we started because of the pandemic have been continued under this new "normal." The scholarships and waivers are not expenses; they are an investment in the future.

Building the future

Like in previous years, to help recipients move forward with their careers, the scholarship provides an opportunity to chair / co-chair a session at AOM. This leadership responsibility comes with mentoring from the Exec Board to help succeed in this role. This opportunity to chair / co-chair serves the scholarship's intent to provide PhD students and early career scholars with support to grow professionally.

Do you have any questions?

If you have any questions regarding the Scholarships or Waivers, email me at osorio@Business.Rutgers.edu. Please allow 2-3 business days to respond. If you do not get a response within 2-3 business days, kindly send a reminder.

Scholarship rules

We currently have 25 scholarships available to members of the CMS Division. The scholarships only cover the annual conference fees. The scholarships do not provide any travelling money. The CMS division pays the scholarships directly to AOM to avoid the financial distress of applicants. There is no reimbursement procedure. The scholarships are granted on merit on first come-first-serve basis. The scholarship requirements include:

- Scholarship must be requested by the person who will be attending the conference
- Applicants must be on good standing at AOM (2023 annual fees paid)
- Applicants must be a member of the CMS Division' (officially registered in the Division)
- Applicants must plan to have an active engagement at the annual AOM (ex., presenting papers, PDW organizing)
- Applicants must commit to attend to at least five (5) CMS sessions
- Applicants must be willing to share the experience in a forthcoming CMS newsletter

Waivers rules

We currently have 5 waivers available to members of the CMS Division. The waivers are for CMS members to nominate non-AOM individuals to attend the conference and engage with critters. The waivers allow non-AOM members to participate in the conference without having to become a member of the academy or pay conference fees. The waivers do not provide any travelling money. The CMS division pays the waivers directly to AOM to avoid the financial distress of applicants or recipients. There is no reimbursement procedure. The waivers are granted on merit on first come-first-serve basis. The waiver requirements include:

- Waivers must be requested by a third party - the recipient cannot apply
- Applicants must be on good standing at AOM (2023 annual fees paid)
- Applicants must be a member of the CMS Division' (officially registered in the Division)
- Waiver recipient must plan to have an active engagement at the annual AOM (ex., attending and/or organizing PDWs, presenting papers, doing keynotes)
- Applicants must be willing to share the experience in a forthcoming CMS newsletter



LINK TO APPLY

CMS INTOUCH CELEBRATES ITS THIRD BIRTHDAY!

EDITORIAL COLLECTIVE (ALPHABETICALLY)
MUNEEB UL LATEEF BANDAY, ILARIA BONCORI, ALEXANDRA BRISTOW, RITESH KUMAR, RICHARD LONGMAN, KIRTI MISHRA, ARTURO E OSORIO, SARA PERSSON, KATRINA PRITCHARD, FREDERIKE SCHOLZ, OLGA SOLOVYEVA AND LAURA VISSER

CMS InTouch is a global digital platform that facilitates real-time critical conversations on current issues in management and organizational theory. Sponsored by the journal *Organization* and supported by the Academy of Management CMS Division, we aim to connect Critical Management scholars from around the world through webinars and online workshops. CMS InTouch conversations are archived and freely accessible on YouTube. You can also find us on Twitter and LinkedIn.

What we do

We continue to be committed to hosting online events on a wide range of critical topics, such as violence, post-pandemic societies and education, careers, governance, antiracism, democracy, patriarchy, communication, embodying methods, and (im)migration. These events are made available to everyone free of charge. Since our foundation on the 1st of May 2020, we have run a total of 33 events involving academics, practitioners, and activists from around the world. Many of you have contributed to these webinars as organizers, panelists, or attendees, and we are grateful to you for bringing these events to life.

Four special series

As well as organising standalone events, we have developed four special series to respond to the needs of our community. Our longest-running series of PDWs focuses on 'Publishing Critical Work' in outlets that are friendly to critical management perspectives. The series helps prospective authors and reviewers, as well as journal editors, in connecting these groups to each other, developing dialogues and understanding, and nurturing journal communities. The series has so far included 14 PDWs with the editors of *Academy of Management Learning and Education*; *Business and Society*; *Culture and Organization*; *ephemera*; *Equality, Diversity and Inclusion*; *Gender, Work and Organization*; *Human Relations*; *Journal of Business Ethics*; *Leadership*; *Management Learning*; *Organization*; *Organization Studies*; *Qualitative Research in Organization and Management*; and *Scandinavian Journal of Management*. You can watch recordings of these past events on a dedicated playlist in our YouTube channel. Further PDWs are currently in planning with the *Journal of Management Studies* and *Critical Perspectives on International Business*.

org. an za tion | **cms in-touch**

CMS InTouch Publishing Critical Work PDW Series
Publishing Critical Work in Business & Society

Friday, 28th October 2022
5:00-6:00 EDT | 10:00-11:00 BST | 11:00-12:00 CEST/SAST | 14:30-15:30 IST | 19:00-20:00 AEST

<http://url.li/dhqpq>

Are you a Critical Management Scholar?
Would you like to publish in leading academic outlets?

Then the CMS InTouch Publishing Critical Work PDW Series is for you!

Join this interactive Professional Development Workshop (PDW).
Meet the Co-Editor of *Business & Society*,
a journal inclusive of critical work dealing specifically within the intersection of business and society,
which enhances our understanding of important societal issues and their relation to business.
Learn how to develop a paper to maximize your chances of publishing success.
Ask questions!

Free and All Welcome

MEET THE EDITOR
Hari Bapuji
Co-Editor
Business & Society
University of Melbourne

gmcwebinars@gmail.com | [@cmsintouch](#)

CMS INTOUCH CELEBRATES ITS THIRD BIRTHDAY!

EDITORIAL COLLECTIVE (ALPHABETICALLY)
MUNEEB UL LATEEF BANDAY, ILARIA BONCORI, ALEXANDRA BRISTOW, RITESH KUMAR, RICHARD LONGMAN, KIRTI MISHRA, ARTURO E OSORIO, SARA PERSSON, KATRINA PRITCHARD, FREDERIKE SCHOLZ, OLGA SOLOVYEVA AND LAURA VISSER

More recently, CMS InTouch has introduced further special series that provide different opportunities for critical scholars to establish connections and foster solidarities. Last year, we launched the “Inspiring Methods” series, which takes up the challenge of inspiring researchers in the CMS community to adopt methods that address methodological issues encountered in mainstream research. Researchers discuss how their approach to research methods has challenged conventional methods and how others can adopt these approaches. Recent events in the series include a PDW with Liela Jamjoom, Mariana Paludi, and Kristin S Williams on surfacing neglected women's stories, both in the past and present, employing feminist methodologies to empower both the research participant women and the researchers. We welcome interest from potential organisers to offer future events in this series, as well as suggestions from CMS scholars on future topics and panelists for this series.

We have also launched two new special series this year. The first of these, the “Special Issues” series, comprises interactive online events with Special Issue editors, allowing attendees to learn more about the calls for papers and ask questions. So far, we have run two events in this series, with the editors of the Journal of Business Ethics special issue on the ‘Business of (Im)Migration’ (a project that grew out of a CMS InTouch standalone webinar on the same topic), and with the editors of the Culture and Organization special issue on “Intimate encounters: Explorations in co-writing, collective autoethnography, poetics & fictional writings”. The latter involved a session where abstracts/extracts were submitted in advance, discussed in breakout rooms, and followed up with the authors receiving valuable written feedback. We welcome expressions of interest from editors of special issues of interest to the CMS community to contribute events to this series.

CMS InTouch Special Issue Series
Culture & Organization, Special Issue
"Intimate encounters: Explorations in co-writing, collective autoethnography, poetics & fictional writings"

Tuesday, 18th April 2023
06:00-07:30 EDT | 11:00-12:30 BST | 12:00-13:30 CEST | 15:30-17:00 IST
Registration: [Eventbrite](#)

Meet the Special Issue co-editors of Culture and Organization SI
"Intimate encounters: Explorations in co-writing, collective autoethnography, poetics & fictional writings"
Click here for SI details: [Intimate encounters](#)

Submission of questions & abstracts in advance is strongly encouraged.
Deadline to submit materials is 4th April.
Please send material to Sara.Persson@sh.se AND kristin.williams@uef.fi.
Material submitted before the deadline will get feedback during the workshop.

About the CMS InTouch Special Issue SI Series
The series comprises interactive online events with SI Editors.
Attendees meet with SI Editors to learn about the calls, ask questions, & get feedback.

Free and All Welcome

MEET THE SI CO-EDITORS

 Sara Persson Södertörn Univ., Sweden	 Ruth Slater University of Central Lancashire, UK
 Marjana Johansson University of Glasgow, UK	 Julia Störberg-Walker The George Washington Univ., US
 Kristin Williams Dalhousie Univ., Canada & University of Eastern Finland	

The second series new for this year is “Hot Off The Press”, featuring thought-provoking conversations with the authors of the latest publications in the field. Recent events have celebrated the work of Joy Betty, Sophie Hennekam, and Mukta Kulkarni in the launch of the De Gruyter Handbook of Disability and Management (De Gruyter, 2023); and Iliaria Boncori in a discussion about her book on Researching and Writing Differently (University of Bristol Press, 2022). Further events are planned for later this year, including with Alexandra Bristow, Olivier Ratle, and Sarah Robinson on Doing Academic Careers Differently (Routledge, 2023) taking place on the 28th of July (register via Eventbrite). Please get InTouch if you would like to suggest recent work (including your own!) for this series.

CMS InTouch Hot off the Press Series
Book Launch Event
"Researching and Writing Differently"
By Iliaria Boncori

Tuesday, 6th of June 2023
12:00-13:30 BST | 13:00-14:30 CEST | 17:30-19:00 IST
Registration: [Eventbrite Link](#)

Are you interested in cutting-edge critical work?
Looking to learn more about the latest published critical work?
Curious about the field's new directions?

The CMS InTouch Hot Off The Press Series brings thought-provoking informative conversations with the authors of the field's latest publications.

Meet Iliaria Boncori
She will be discussing key themes from her new book 'Researching and Writing Differently'.
In a candid conversation with
Amal Abdelatif and **Emmanouela Mandalaki**

Free and All Welcome

MEET THE BOOK AUTHOR


Iliaria Boncori
University of Essex, UK

In conversation with

 Amal Abdelatif Northumbria University, UK	 Emmanouela Mandalaki NEOMA Business School, France
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CMS INTOUCH - NEW MEMBERS

EDITORIAL COLLECTIVE (ALPHABETICALLY)
MUNEEB UL LATEEF BANDAY, ILARIA
BONCORI, ALEXANDRA BRISTOW, RITESH
KUMAR, RICHARD LONGMAN, KIRTI MISHRA,
ARTURO E OSORIO, SARA PERSSON,
KATRINA PRITCHARD, FREDERIKE SCHOLZ,
OLGA SOLOVYEVA AND LAURA VISSER

Changes to the editorial collective

This year we were sad to say goodbye to two very dear InTouch colleagues. Kat Riach is one of our co-founders and we owe her a great depth of gratitude for her energy, optimism, willingness and ability to resolve any issue or problem, and for her mentoring of younger colleagues. With Kat's departure, only two co-founders remain on the InTouch team (Alex and Arturo). Vijayta Doshi was the first non-founder to join us a few months into our first year and has been an invaluable colleague always willing to learn and take on any task, however new or difficult. We owe her profound gratitude for her contribution to our team and the CMS community. We wish both Kat and Vijayta well on their new exciting ventures.



CMS INTOUCH - NEW MEMBERS

WELCOME NEW MEMBERS TO THE CMS
INTOUCH COLLECTIVE!



ILARIA BONCORI (UNIVERSITY OF ESSEX, UK).
ILARIA'S RESEARCH LIES IN THE INTERSECTIONS
BETWEEN IDENTITY, RACE, THE BODY, GENDER,
SEXUALITY, AND PROCESSES OF ORGANISING,
AND INCLUDES STUDIES OF TRANSGENDER AND
GENDER NON-CONFORMING INCLUSION,
PARENTING, AND MISCARRIAGE. FIND OUT MORE
ABOUT ILARIA HERE:

[HTTPS://WWW.ESSEX.AC.UK/PEOPLE/BONCO04906
/ILARIA-BONCORI](https://www.essex.ac.uk/people/bonco04906/ilaria-boncori)



MUNEEB UL LATEEF BANDAY (GOA INSTITUTE OF
MANAGEMENT, INDIA). MUNEEB'S RESEARCH
INVOLVES THE INVESTIGATION OF THE
INTERRELATIONSHIPS AMONG POWER, DISCOURSE
AND SUBJECTIVITY, NEOLIBERALISM,
DECOLONIALITY AND GENDER AT WORK, AMONG
OTHERS. FIND OUT MORE ABOUT MUNEEB HERE:
[HTTPS://GIM.AC.IN/FACULTY/MUNEEB-UL-LATEEF-
BANDAY](https://gim.ac.in/faculty/muneeb-ul-lateef-banday)



RICHARD LONGMAN (THE OPEN UNIVERSITY, UK).
RICHARD'S RESEARCH IS FOCUSED ON
ALTERNATIVE ORGANIZING – ORGANIZING IN
ALTERNATIVE WAYS, WHAT WE CAN LEARN ABOUT
ORGANIZING ALTERNATIVE THINGS, AND HOW WE
CAN COMMUNICATE OUR RESEARCH IN
ALTERNATIVE FORMATS. FIND OUT MORE ABOUT
RICHARD HERE:

[HTTPS://WWW.OPEN.AC.UK/PEOPLE/RL2443](https://www.open.ac.uk/people/RL2443)

CMS INTOUCH - NEW MEMBERS

WELCOME NEW MEMBERS TO THE CMS
INTOUCH COLLECTIVE!

SARA PERSSON (SÖDERTÖRN UNIVERSITY, SWEDEN). SARA'S RESEARCH FOCUSES ON EXTRACTIVE INDUSTRIES AND THE WAY CSR AND SUSTAINABILITY DISCOURSES ARE USED AS POWER TOOLS AGAINST ALTERNATIVE VISIONS OF EXTRACTIVE AREAS AND COMMUNITY MOBILIZATIONS. FIND OUT MORE ABOUT SARA HERE:

[HTTPS://WWW.SH.SE/ENGLISH/SODERTORN-UNIVERSITY/CONTACT/RESEARCHERS/SARA-PERSSON](https://www.sh.se/english/sodertorn-university/contact/researchers/sara-persson)



KATRINA PRITCHARD (SWANSEA UNIVERSITY, UK). KATRINA'S RESEARCH DRAWS ON IDENTITY (IN A VARIETY OF EMPLOYMENT/VOLUNTEERING CONTEXTS) AND DIVERSITY (WITH A SPECIFIC FOCUS ON AGE AND GENDER) WITH AN ADDITIONAL INTEREST IN CREATIVE, DIGITAL, AND VISUAL METHODS. FIND OUT MORE ABOUT KATRINA HERE:

[HTTPS://WWW.SWANSEA.AC.UK/STAFF/K.L.PRITCHARD/](https://www.swansea.ac.uk/staff/k.l.pritchard/)



OLGA SOLOVYEVA (THE OPEN UNIVERSITY, UK). OLGA'S DOCTORAL RESEARCH EXPLORES THE NOTION OF POLITICAL CSR IN THE CONTEXT OF AUTHORITARIAN REGIMES. HER WORK EXTENDS TO EMERGING TECHNOLOGIES, ONLINE DATING, ONLINE LEARNING, AND DISINFORMATION. FIND OUT MORE ABOUT OLGA HERE:

[HTTPS://WWW.OPEN.AC.UK/PEOPLE/OS3245](https://www.open.ac.uk/people/OS3245)



CMS INTOUCH - GET INVOLVED

EDITORIAL COLLECTIVE (ALPHABETICALLY)
MUNEEB UL LATEEF BANDAY, ILARIA
BONCORI, ALEXANDRA BRISTOW, RITESH
KUMAR, RICHARD LONGMAN, KIRTI MISHRA,
ARTURO E OSORIO, SARA PERSSON,
KATRINA PRITCHARD, FREDERIKE SCHOLZ,
OLGA SOLOVYEVA AND LAURA VISSER

How to get involved with CMS InTouch

We are always happy to receive expressions of interest from CMS scholars who might like to join our team as CMS InTouch editors. Please contact us via the email below for further information.

We welcome and encourage community engagement with CMS InTouch, whether it be as event organisers, panellists, participants, or team members. We welcome proposals and ideas for events from CMS scholars from every location, in all stages of academic careers, and with all types of institutional affiliations (or lack of). If you want to learn more about what we do and are interested in organising your own event with us, please get InTouch! If you have a great idea for an event but are struggling to find fellow panellists, please let us know and we will help connect you. We will work with you to explore your creative ideas.

Watch past webinars in our YouTube Channel at:
[CMS_inTouch](#)

- Check out our forthcoming events on [Eventbrite](#)
- Follow us on Twitter at:
<https://twitter.com/cmsintouch>
- Connect on LinkedIn at:
<https://www.linkedin.com/groups/12466532/>
- Email us at: cmswebinars@gmail.com

Finally, we would like to thank the CMS community, the AOM CMS Division, and the journal Organization for their ongoing support. We are here for you!



AMAL ABDELLATIF

EARLY CAREER SCHOLAR PROFILE



Access Denied

After 9 years in the industry, I shifted from medicine background to pursue an academic career in the UK. I was awarded my PhD in May 2022, which explored women's lived experiences of the antecedents and barriers to their representation on boards in Egypt. My thesis aimed at centring Othered voices within mainstream management and organisation studies (Jamjoom & Mills, 2022) to dismantle research that normatively embodies White, Western women's experiences (Calás, & Smircich, 2006) and its ethnocentrism that fails to consider subject's race, class, religion, culture and socio-political contexts (Prasad et al., 2020; Haynes, 2023). As I explored my participants' stories of hope and struggles, I lived own new reality of becoming in neoliberal academia that normalises silencing, sexism, racism, misogyny, exclusion, rendering bodies like mine – queer, brown, Arab woman's body - as Othered.

Against this background, this everyday lived reality within academia informs my research and writing to illuminate epistemic violence that marginalise non-White bodies from knowledge production and dissemination (Muzanenhano & Chowdhury, 2023), to make visible racism and its cost on racialised subjects living in a culture of hegemonic Whiteness (Mandalaki & Prasad, 2022; Prasad, 2023), and to bring forth hidden dynamics of power at different intersections of difference.

Access denied, a poem I wrote in my second year as a doctoral researcher to document my experience of how powerful actors gatekeep routes to power and success within academia blocking the 'Other'. This poem was written through and from my 'foreign' Brown body, while seeking to fit, be, and exist in the land of Whites.

Stuck in the shades within the shadows of a brutal system,
that is tailored to fit one but not the 'Other'.
I keep knocking, knocks on doors,
closed doors, they are shut... no exit.

In the hallways of power
Gatekeepers ask, who are you?
you don't belong!
If you tried, you shall fail,
Even if you 'succeeded', you will never 'fit',
because only in our shadows,
your coloured woman body may exist.

I scream loudly, as loud as I can be, vibrating the grounds,
to say I am here, and I will be.
If you closed your eyes or covered your ears,
it does not mean, I do not exist.

Two things I own, a voice and a dream,
so as long as I breathe, I will keep looking for doors,
chasing my dreams.

And since you asked me, who am I?
Um... let me remember, who am I?
I am my children's mother, and my father's daughter,
like trees, I may bend but I never break,
like air, I will rise and beyond your darkness, I shall find the light.

AMAL ABDELLATIF

EARLY CAREER SCHOLAR PROFILE

Dr Amal Abdellatif is a Lecturer of Organisation Studies at Newcastle Business School, Northumbria University. Amal's research focuses on gender, intersectional inequalities, and marginalised identities in organisations. In exploring these themes, Amal engages with unconventional methodologies such as IPA, autoethnography, duoethnography, collective autoethnography and the use of art-based approaches including poetry, sketches, and diaries.

My writing is inspired by critical scholars and feminists who organise through writing differently and poetic inquiry to disrupt the masculine norms of neoliberal academia (Pullen, 2018; Boncori & Smith, 2019; Pullen et al., 2020; Ahonen et al., 2020; Mandalaki & Pérezts, 2022; van Amsterdam et al., 2023). Through mobilising this affective and embodied writing as a form of feminist praxis, one can claim agency, speak up against intersectional injustices, silencing, discrimination, and violence, and together, we create a unity, a utopian space that prioritises care and enables healing. I end my essay by merging my voice with Amrouche and colleagues' (2018) poetic inquiry, by extending my solidarity, I write from to write against.

I write from my intersectional body,

To write against neoliberalism and the masculine norms.

I write from my woman's body,

To write against violence and ab-use.

I write from my Brown woman's body,

To write against White domination and racial exploitation.

I write from my queer, Brown woman's body,

To write against oppression and systemic discrimination.

I write from my mother, queer, Brown woman's body,

To write against stigma, shame, and manipulation.

I write from my Other-ed body,

To write about hope, for hope, in hope, for a more just and inclusive world.

I write.

I will keep writing.
I will keep writing to thrive, not
merely to survive.
Write with me. Write
with us.
In
solidarity.

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DARREN THOMAS BAKER

EARLY CAREER SCHOLAR PROFILE



A Psychoanalytic Note On Barbie: Can The Movie Give Us Hope?

If Barbie went into therapy, a psychoanalyst would no doubt be struck by her career success, level of education, wealth, beauty and respectful, pleasant demeanour; there is indeed much to celebrate about Barbie. Over many weeks of talking therapy, the analyst senses anxiety and a level of discomfort when Barbie talks about her (1) career and (2) self-image. First, Barbie has had numerous prestigious and high profile positions, including as a surgeon, fashion designer and even an astronaut. Second, Barbie appears to expect perfection of herself when it comes to her physical appearance: there have been times when she hasn't eaten enough or exercised only with the objective of 'looking good'.

These anxieties point towards an neurotic obsession with perfection or a phobia of failure. The analyst has been worried about the emotional impact on Barbie of her earlier life as a call-girl in Germany: Barbie had little wealth when she emigrated to the U.S. and had only herself to depend on financially, thus her good-looks were vital in how she sustained herself which goes some way to explain why Barbie has overinvested in a 'perfect' self-image. The analyst has also noted how Barbie's parents gave her younger brother, Todd, more encouragement than Barbie particularly when it came to

intellectual and career pursuits: there was always a sense in the family that her brother would eventually become successful whereas Barbie had to work hard, and any pitfalls she experienced raised doubts about her ability to achieve, despite ultimately becoming the most successful of her siblings. Todd always appeared to get more direction and support and if he experienced failure, this was the fault of teachers rather than his actions.

For many overachievers, Barbie's anxiety with perfection and self-image may seem familiar. But an analyst might be worried that if Barbie is unable to work the anxieties properly through, it may cause her pain (perhaps in the form of self-blame when she experiences underachievement), or it may inhibit her ability to establish meaningful friendships - with people who genuinely care about her - and amorous attachments - does Barbie need someone who is emotionally available who can assure her 'that she's perfect just how she is'? Some psychoanalysts have also worried about Barbie exacerbating society's pressure on women to have perfect bodies, especially as a toy doll during a child's early developmental years (Turkel, 1998). Toys act as important "transitional objects" for children in the separation from their parents (particularly the mother) and the development of their own identity (Winnicott, 1978). Tyranny of perfectionism leads to feelings of inadequacy, anxiety, insecurity and depression.

DARREN THOMAS BAKER

EARLY CAREER SCHOLAR PROFILE

Dr. [Darren T. Baker](#), PhD, is Assistant Professor of Responsible Leadership at Monash Business School, Australia. His work provides an ethical and psychoanalytic analysis of the key challenges and opportunities in business and society, including sustainability, CSR, diversity and leadership across sectors. Follow him [@Darren_T_Baker](#). Email him at darrenthomas.baker@monash.edu

Little is known so far about the storyline of the new Barbie movie but it appears that the talented director, Greta Gerwig, is going to offer audiences a subversive account of Barbie: after all, there is an allusion to playing and not just one mode (Driscoll, 2005). My hope is that Gerwig invites her audience into a “potential space” to rethink creatively who Barbie is and her role in women's lives and careers, the pressures, challenges and opportunities that women experience throughout their lives. What we do know is that Barbie will be played by several different actors: perhaps each actor will play how fantasy fails, sometimes painfully, and where new pleasures can be found in our lives. Perhaps Barbie will realise in the movie that Ken, despite his good looks, does not compliment her intellect, dumping him only later to fall in love with a quiet man who provides her with the emotional and psychic support that she needs in reality. Perhaps another actor playing an alternative Barbie finds herself in an abusive relationship with Ken and her workplace supports her through any emotional and legal challenges, and Barbie subsequently becomes an advocate and activist for women's domestic violence and harassment. Perhaps in another sub-plot, Ken takes full paternity leave to allow Barbie to focus on her career, and fulfill her ambitions.



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CULTURE AND ORGANIZATION

PUBLISHING CRITICAL WORK

In December 2022, Culture and Organization welcomed co-editors in chief, Professor Ilaria Boncori and Dr. Kristin S Williams.

The journal, published by Taylor & Francis, was founded in 1995 as Studies in Cultures, Organizations and Societies and later became Culture and Organization in 2002. Culture and Organization is the official journal of the Standing Conference on Organizational Symbolism (SCOS). The journal publishes six issues per year, including two special issues and one issue that stems from SCOS. The journal is ranked as a “2 star” (Organization Studies) in the Chartered Association of Business Schools Academic Journal Guide. All articles appearing in the journal undergo editorial screening and anonymous, double blind peer review. The journal accepts original articles, and these include a range of research articles through to specialist articles, such as letters, editorials, essays, book reviews, cases, review articles, poetry, pictorial work, fictional work and more. In addition to the co-editors, the journal is supported by several associate editors, and an editorial board.

The journal represents the intersection of academic disciplines that have developed distinct qualitative, empirical, and theoretical vocabularies to research organization, culture and related social phenomena. Culture and Organization features refereed articles that offer innovative insights and provoke discussion. It particularly offers papers which employ ethnographic, critical, and interpretive approaches, as practised in such disciplines as organizational, communication, media, and cultural studies, which go beyond description and use data to advance theoretical reflection. The journal also presents papers which advance our conceptual understanding of organizational phenomena. Theoretically, Culture and Organization bridges the arts and humanities and the social sciences and welcomes papers which draw on the disciplinary practices and discourses of philosophy, the performing arts, literary and art criticism, and historical analysis, for example, and applies them to the organizational and relevant social arenas.

The journal's ethos is decidedly critical and qualitative and embraces creative modalities and which challenge the boundaries of traditional academic approaches.



The journal is currently welcoming proposals for new special issues and has a call for new associate editors, a book review editor, and a social media editor.

LINK TO JOURNAL



CALL TO JOIN TEAM



CRITICAL CALLS FOR PAPERS AND SUBMISSIONS

DIVISION EXECUTIVE

Journal	Editors	Call & Link 
Organization	Daniela Pianezzi, Junaid Ashraf, Leanne Cutcher, Melissa Tyler, and Shahzad Uddin	<u>Workers that Matter and Work that Counts: Organizing and Accounting for Value(s)</u>
Organization Studies	Oliver Schilke, Reinhard Bachmann, Kirsimarja Blomqvist, Rekha Krishnan, and Jörg Sydow	<u>Trust in Uncertain Times</u>
Gender, Work & Organization	Stephanie Schreven, Lotte Holck, Laura Dobusch, Koen Van Laer, and Gazi Islam	<u>Toward a Critical Study of Boundaries in and around Organizations</u>
Organization	Cara Reed, Alexandra Bristow, Thomas Lopdrup-Hjorth, and Gabriela Spanghero Lotta	<u>Expert futures? Re-examining the role of experts and expertise in organizations and organizing.</u>
Business & Society	Vijayta Doshi, Ana Maria Peredo, and Chellie Spiller	<u>Global Indigenous Peoples: Expanding the Intersection of Business and Society</u>
Journal of Management Spirituality and Religion	Tianyuan Yu, Benito L. Teehankee, and Kanti Mohan Saini	<u>Decolonization and Decoloniality in Management Spirituality and Religion Research</u>
Culture & Organization	Kristin S. Williams, Marjana Johansson, Sara Persson, Ruth Slater, and Julia Storberg-Walker	<u>Intimate encounters: Explorations in co-writing, collective autoethnography, poetics and fictional writings</u>

Please send us your critical calls for submissions. You can tag us on social media or email the editor at kristin.williams@dal.ca.

ICMS - CONFERENCE June 20-22, 2023

13TH INTERNATIONAL CRITICAL MANAGEMENT STUDIES CONFERENCE

We are delighted to welcome you to the 13th International Critical Management Studies Conference, jointly hosted by Nottingham Trent University and the University of Nottingham on the 20th - 22nd June, 2023. The theme of the conference is “Being practically critical: Re-imagining possibilities for CMS, challenging the idea of a conference and (re)building our community of communities”.

In an attempt to make a difference to the world of work, Critical Management Studies (CMS) scholars are increasingly moving from negative critique to more affirmative engagement with ‘alternative’ practices of organization. This performative turn argues for more engaged forms of scholarship, offering affirmative solutions to managers and leaders, but also broadens our focus to look at trade unions, feminist movements, social and environmental activists, the precarious, the unemployed and ways in which we all may propose alternatives to the status quo. Taking inspiration from these conversations, the theme of the 2023 ICMS conference relates to the practices of critique and the doing of critique with others.

The conference will be based within the city of Nottingham and although some events will take place within a University, we aim to spread the conference out throughout the city. In doing so, we seek to push ICMS outside of the University and invite (and better include) in activists, community leaders, practitioners and others who play a role in shaping the world of work. During the conference, you'll have the opportunity to engage with like-minded individuals, share your experiences and insights, and collaborate on new ideas and approaches. Whatever your interests you'll find a community here that's eager to listen and learn.

Any questions please email ICMS2023@nottingham.ac.uk

MEET YOUR CMS DIVISION EXECUTIVE TEAM

DIVISION EXECUTIVE

Division Chairs: Alison Pullen and Ozan Alakavuklar

Division Chairs Elect: Caroline Clarke and Richard Longman

Main Program Chairs: Alexandra Bristow and Ghazal Zulfiqar

PDW Chairs: Mariana Paludi and Penelope Muzanenhano

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Critical Management Studies

A Division of the Academy of Management