

**CMS Division**  
*Newsletter*

JUNE 2022



# Critical Management Studies

A Division of the Academy of Management



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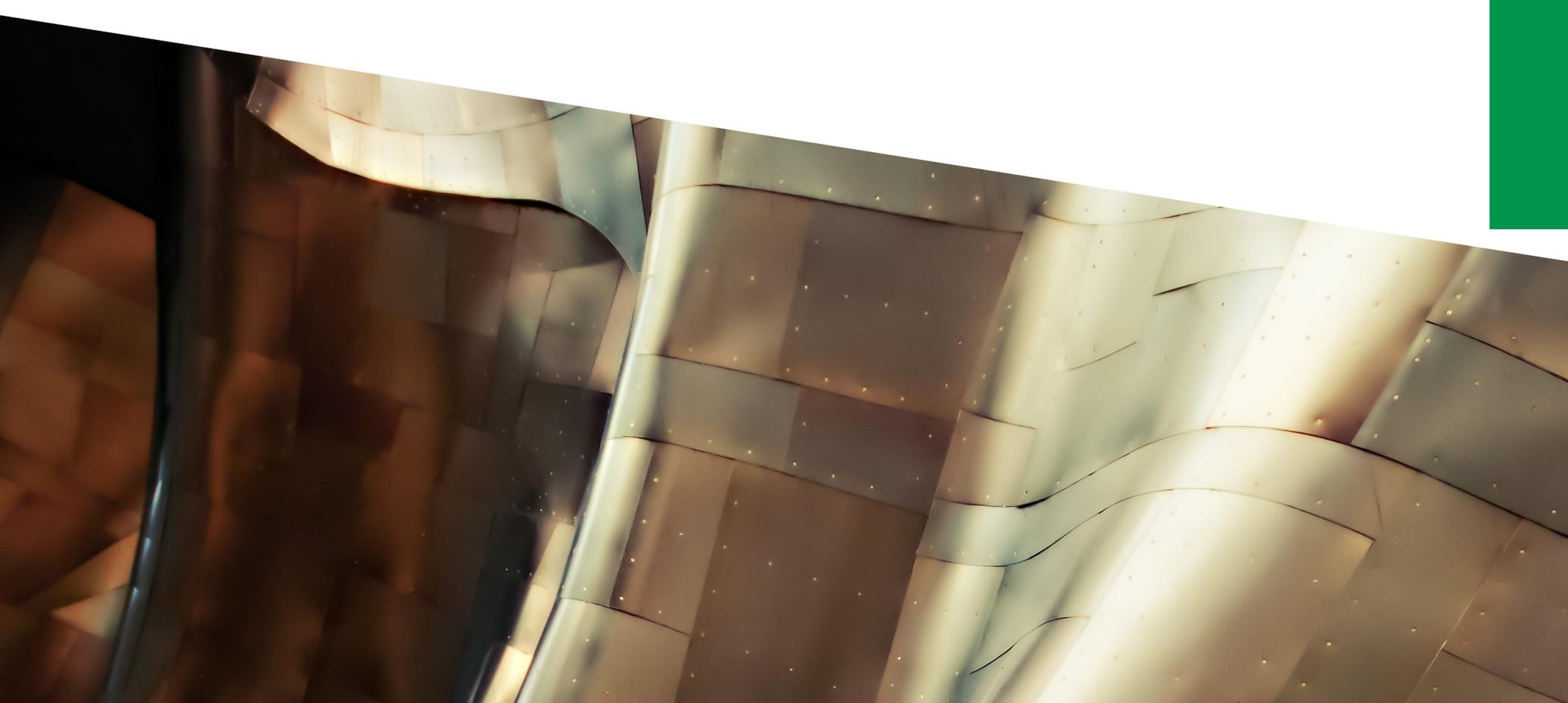
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## **Meet the Team**

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CMS Division Executive Team

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## Conference Keynote Speaker Katherine Gibson

### RE-IMAGINING CAPITALISM? OR ENACTING POST-CAPITALIST PRACTICES?

Strategies for ‘creating a better world together’ have long been at the centre of debate for critical scholars and activists alike. While the binary of reform or revolution retains purchase in 2022, these opposed strategies are no longer so clearly aligned with the liberal-mainstream and radical-left. Today the rise of a radical right wing for whom the language of revolution is not forbidden is no longer surprising. What is surprising is the recent commitment of \$40million by liberal philanthropic foundations (whose wealth is derived from private business) to the project of ‘Reimagining Capitalism’ See link:

[Re-imagining Capitalism Link](#)

In this presentation I will consider the points of connection and difference between this liberal-mainstream intervention by economists at leading academic institutions, and the strategies that scholar activists J.K. Gibson-Graham and the Community Economies Research Network have pursued for ‘creating a better world together’.

### ABOUT KATHERINE GIBSON

Katherine Gibson is a Professorial Research Fellow in the Institute for Culture and Society at Western Sydney University and the 2022 Gough Whitlam and Malcolm Fraser Visiting Professor of Australian Studies, Harvard University.

She is an economic geographer with an international reputation for innovative research on economic transformation and over 30 years’ experience of working with communities to build resilient economies. As J.K. Gibson-Graham, the collective authorial presence she shares with the late Julie Graham (Professor of Geography, University of Massachusetts Amherst), her books include *The End of Capitalism (As We Knew It): A Feminist Critique of Political Economy* (Blackwell 1996) and *A Postcapitalist Politics* (University of Minnesota Press, 2006).

Her most recent books are *Take Back the Economy: An Ethical Guide for Transforming Our Communities*, co-authored with Jenny Cameron and Stephen Healy (University of Minnesota Press, 2013), *Making Other Worlds Possible: Performing Diverse Economies*, co-edited with Gerda Roelvink and Kevin St Martin (University of Minnesota Press, 2015), *Manifesto For Living in the Anthropocene*, co-edited with Deborah Bird Rose and Ruth Fincher (Punctum Press, 2015) and *The Handbook of Diverse Economies* (Edward Elgar, 2020) co-edited with Kelly Dombroski. She is a founding member of the Community Economies Collective.



### DATE AND TIME

August 8, 2022  
2:30 pm to 4:00 pm



### LOCATION

SCC: Seattle Convention Centre  
Room 2B

**Our keynote address will be offered in a hybrid format and it will be recorded**

# Annual Conference

## Conference Preparations Hybrid Format

We are well advanced in our preparations for the 82nd Annual Meeting of the Academy of Management in Seattle, which will be a hybrid experience. After two years of meeting virtually, we return to convening our Critical Management Studies Division in-person, while offering an extensive virtual format for members who prefer to engage online. Across our Scholarly Program, PDWs, and Social Events are a variety of opportunities to connect online, in person, and in a new hybrid format - we are excited to explore these different modes of connection together. Whether you choose to attend in-person or virtually, our hope is that AOM 2022 supports the scholarly, developmental, and solidaristic sessions that are so important to our membership.

This year we are particularly excited about our PDW programme. With 15 PDWs in total, we have a mixture of in person, hybrid, and online PDWs, enabling us to engage with a wide range of scholars. Our four symposia draw attention to the role of bodies in organizations, negotiating better worlds in the 'Anthropocene', thinking with new feminist materialisms, and social entrepreneurship. The scholarly program also includes our vibrant 'Dark Side Case Study' competition, and we welcome a new 'best paper' award from *Organization Studies* journal which will sit alongside the other available 'best paper' awards. Paper sessions take in diverse commentaries, critiques, and conceptualizations of alternatives - notable are responses from our community to issues of race, gender, power and politics, inclusion and exclusion, alternative futures and, of great interest, what we as critical scholars should 'do' about it beyond writing papers and talking within our own communities. We are delighted to welcome Professor Katherine Gibson as our keynote speaker. Professor Gibson is internationally known for her research on rethinking economies as sites of ethical action which speaks powerfully to our Critical Management Studies community. In addition to our keynote speaker, we will host two plenary discussions around what it means to be critical today, and how to be critical of violence in a world which has seen an increasing number of political aggressions and armed conflicts.

The new hybrid experience will be a learning opportunity for us all as some join our sessions in person and others virtually. Hybrid sessions have a technological infrastructure supported by technicians on the ground in Seattle which should deliver a smooth and integrated experience regardless of your mode of attendance. All scholarly sessions - in person, online, and hybrid - will have a designated Chair who will do their best to ensure those inside and outside the rooms can engage meaningfully with proceedings. Inevitably, some who had planned to attend in person now find themselves unable to commit to travel. We are exploring different solutions which enable the greatest degree of participation. The vast size of the Annual Meeting does present some challenges in terms of scheduling so simply converting modes of attendance is not straightforward. That said, please reach out to us if you are having difficulties - we cannot promise to find the perfect solution for you, but we absolutely promise to try.

Please stay connected with our social media channels to keep up-to-date with latest news about the Annual Meeting and the Division more widely.

**Main Program Chairs: Caroline Clarke & Richard Longman**



# Annual Conference

## Doctoral Student and Early Career Scholar Consortium

The CMS Doctoral Student and Early Career Scholar Consortium offers PhD students and candidates, 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.

The Consortium will be held from 8am to 9:30am on Sunday, August 6, in a hybrid format. This year, the workshop will use an interactive round-table format to allow participants engage in more focused discussions with more experienced CMS scholars.

To ensure that the Consortium is as tailored as much as possible to the developmental needs of the participants themselves, the attached application form asks would-be participants to note questions or concerns they have under the following headings: dissertation (only for PhD students); research; publishing; teaching; engagement; career; and other. The submitted questions/concerns will serve as the basis for the round-table discussions. While the Consortium is targeted at PhD students, candidates and Early Career Scholars affiliated with the CMS Division, we also welcome those with a primary affiliation to another Division, who see critical scholarship as important.

If you are interested in participating in the CMS Doctoral Student and Early Career Scholar Consortium please complete the associated form in the links provided below.

Please note that space is limited and will be assigned on a first-come, first-serve basis.

**DEADLINE TO REGISTER IS JULY 1, 2022**

[Application Form CMS Early Career Scholar Consortium](#)

[Application Form CMS Doctoral Student Consortium](#)

### CALLING ON CMS PhD Students and Early Career Scholars: Mentorship Opportunity

The CMS Division would like to invite you to enroll in our mentorship program. We offer the opportunity to have a one-to-one (virtual) meeting with a more senior scholar to discuss a paper, your dissertation, or any issue related to your career. We will pair you with an experienced member of our community, as much as possible in line with your preferences. The meeting will not take place during the AOM 2022, but at a time of your and the mentor's convenience. Whatever the stage of your doctoral research or career, if you are interested in having a meeting with a mentor, do send us your information and enquiries by filling this form:

[Link to Mentorship Sign Up](#)

**Past Chairs: Patrizia Zanoni and Marcos Barros**





## PhD Student Feature Kerry Watson Hendricks

I appreciate the chance to share briefly on my research. The introduction to Critical Management Studies (CMS) during my doctoral journey, offered me a measure of freedom to explore management phenomena in new ways. I was also introduced to intersectionality which I thought was an interesting avenue for new thinking.

My interest in leadership was captivated by recent calls at a national level mandating diversity reporting and/or inclusion on Top Management Teams (TMTs). This is true for the Governments of Canada (Diversity of Boards, n.d.), United Kingdom (Parker Committee Review Report, 2022), and the European Union (European Commission Fact Sheet, 2016). In the USA, the Securities Exchange Commission (SEC) added guidelines for disclosure and, NASDAQ proposal for inclusion of at least two diverse directors on boards, was approved by the SEC (MacDougall & Comerford, 2021).

That leadership composition at the highest organization level had to be mandated and organizations 'sold' on the benefits and importance of diversity is a concern. This especially because of the role that leaders play in determining how the rest of the organization evolves. Also, as the repository of power from which organization values, attitudes and, policies are defined and often reproduced. Additionally, the trend in globalization toward a growth of immigration meant an increasingly diverse workforce. How are leaders selected that we arrive at this point?

Leadership is discursive (Spector, 2016), and I decided for my thesis to explore the limited diversity in TMT leadership. To do this I engaged critical discourse analysis with intersectionality over time. The idea of time building on earlier research (Hendricks, Deal, Mills, and Helms Mills, 2020). It is my use of intersectionality that I choose to share here.

Intersectionality, defined as ways in which areas of a person's identity collide, creating in their wake new avenues of discrimination or privilege (Crenshaw, 1989), offered an analytical framework for examining diversity presented in organizations. Recognized as a form of critical inquiry (Collins and Bilge, 2016), I use intersectionality in my research as a heuristic device (Collins, 2019).



**Kerry Watson Hendricks is a full-time Accounting Professor in the Lawrence Kinlin School of Business at Fanshawe College in London, Ontario. She is a PhD candidate in Management at Saint Mary's University. Her PhD thesis is on Intersectionality with Leadership. She may be contacted at [kerry.hendricks@smu.ca](mailto:kerry.hendricks@smu.ca).**

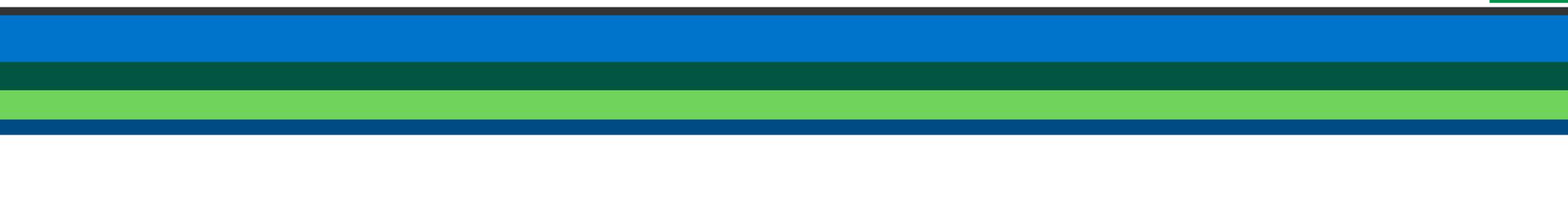
Using intersectionality was a practical choice that does double duty by both highlighting power at work in the creation of identities in the organization and, simultaneously revealing in the marginalization and/or privileging of these identities how the notion of leader is produced.

Consistent with hooks (2010, p. 186), I subscribe to the importance of integrating theory and practice. Through my research I hope to provide an opportunity for this integration to take place in a real way and, I look forward to sharing my research in its entirety.



### Check it out!

Hendricks, K., Deal, N., Mills, A. J., & Mills, J. H. (2020). Intersectionality as a matter of time. *Management Decision*.





## Feature Article Benjamin Gross

### INSPIRATION, HEARTBREAK AND CMS IN MY ACADEMIC JOURNEY

Despite the time I pour into research, I feel more like an educator than an academic, though twenty years ago I would not have imagined myself as either. As a teenager I had left the United States in search of a vocation. I always felt out of synch during university whether training as a minister in Australia for a year or completing a BA in humanities in the UK. Perhaps it was an undiagnosed neurodivergence or growing up in a family with disabilities that pushed me toward searching for connection and harmony that were just out of reach. Translating the constant urge to make things whole into a career eluded me after graduation. Teaching in South Korea presented itself as a stopgap job (an easy one for a white American male like me). Eventually, however, the intricacies of culture, class, and educational conflict in Korea brought me back to the UK for an MA in Peace Studies. It seemed I had found a calling for international conflict work.

After rejections from NGOs and IGOs I again returned to Korea to teach but this time at university. This soon led to a position in a business communication department. My humanities and peace education screamed in the back of my mind 'You are going over to the dark side!' Anxiety makes me research, so I began frantically searching the business and management literature. I discovered critical management studies and instantly felt kindred. It was eclectic, engaged ethical issues, and had purpose. The joy of that moment inspired me to seek out the highest concentration of scholars in my readings. One university rose to the top. I devoted my free time over two years as a full-time lecturer to fill in my knowledge gaps before I giddily submitted my PhD application to the Department of Management at University of Leicester.

My first two years were a dream. I was researching amid scholars producing exciting and meaningful work. Everything changed with the formation of the Leicester School of Business. Researcher support and engagement vanished. Faculty began leaving including both my PhD supervisors and my progress supervisor. Then the critical cuts began. Eleven academics were targeted for redundancy for alleged 'critical' work, including two more of my progress supervisors. The once collaborative atmosphere turned sour and angry. Threats of disciplinary action against social media protests of redundancies stoked fear. I became depressed and isolated.

By my fourth year all the academics that had inspired my PhD at Leicester were gone. I was heartbroken. Without my PhD supervisors still generously supporting me from their new institutions, I would have quit the program. Any sense of community



**Benjamin Gross was an Assistant Professor in the division of Global Business Languages at Seokyeong University, South Korea from 2012 to 2022. He now spends his day in a public library in rural Georgia, USA for internet access to finish the last edits on his PhD dissertation (critical sociology of privilege, culture and coloniality in Korean higher education) while looking for a new academic home. You can reach Benjamin via email at [bcgross@skuniv.ac.kr](mailto:bcgross@skuniv.ac.kr).**

and support had to be found outside my PhD program where 'critical' was now a dirty word.

Participating as a reviewer for the CMS division of the AOM annual meeting in 2021 was uplifting and gave me a place to belong again. I didn't realize how much the chance to openly engage in critical work with others again would mean to me. Receiving 'Most Developmental Reviewer' award was an unexpected bonus even if it has not been acknowledged by anyone at Leicester. At the CMS Reviewer Development Session in January, I said that my starting point for reviewing was confronting biases of place, perspective, and privilege. Really, I just chose to care.

CMS scholarship and community has provided me a sense of belonging and inspiration. To me, nurturing that connection with others while cultivating a geography of one's self is the essence of being critical, an ongoing part of the academic journey and relief from the heartbreaks along the way.



## Scholarship Winners Essay Reflections

I am really excited to get the opportunity to attend AoM in Seattle, especially since most conferences have been organized online recently due to the Covid-19 pandemic. Though there are benefits with attending conferences from the comfort of your home (which, of course, also is more socio-ecologically sustainable), there is something special with getting together with other scholars to discuss research and exchange ideas in person. I have been attending a few smaller workshops and seminars here in Helsinki recently and I found it so rewarding to finally being able to get together again. I had almost forgotten how important it is for nurturing your creativity and motivation and that is why I really look forward to AoM. I am in the process of finalizing my dissertation so I hope to share some ideas that I have been working on, get a better understanding of current debates in critical management studies and get some new inspiration for upcoming projects. I thus believe that this experience will be very beneficial for my further growth as a scholar.

**Alice Wickström**

I have just received the news that the CMS division of the Academy of management will sponsor my registration fee for the 2022 conference in Seattle. I had an article approved to be presented at the conference that is part of my Doctorate. My main research theme is corruption in organizations and how corrupt agents rationalize their crimes. As a Brazilian who recently got my Ph.D. when I received the acceptance, I was not sure if I would have the conditions to attend the conference. However, with the help from the CMS division, I will make the effort to be in Seattle in August. The opportunity to finish my Ph.D. studies and participate for the first time at the largest conference in our field is unique and I couldn't miss it. I am looking forward to joining, knowing, and making myself known to the community. I am also eager to participate and engage in meaningful discussions. I am already receiving the warmest welcome from members of the academy and I am sure that I will gain networking and important insights for my research. I can only hope to deliver the same level of contributions and ideas to other people's work. Moreover, It will be my first time in the United States and in Seattle, It will be a great opportunity to make cultural exchanges and meet new people. Thank you again to the Academy members and to the CMS division. See you all in Seattle.

**Caio Coelho**

I am a Ph.D. candidate at the Indian Institute of Management Indore, and I work in the areas of intersectionality, diversity, inequality, violence, epistemic justice, and postcolonial and decolonial studies. Currently, I am working on my thesis, "Challenges in Gender-Based Violence Prevention Work and Restorative Approach in Gender Justice," with which I am especially looking at the work of women's courts in India. I expect to complete my Ph.D. program within a year. I am very thankful to the CMS division of the Academy of Management for offering me the scholarship to attend the conference this year. I found the themes, sessions, discussions, workshops, and social interactions of the division very useful and relatable. Since the time I became a member of the division, it has provided me with new insights into doing research as well as to become more critical and sensitive as a researcher. As a CMS scholar from the Global South, I found the division extremely helpful in sharing ideas and gaining confidence in my work and research. I look forward to the conference to meet the larger CMS community and like-minded people who have similar interests.

**Poonam Barhoi**

Attending Academy of Management Conference is a fantastic opportunity to connect and to learn more about what fellow researchers are working on. I have found that after attending AOM, I always feel encouraged, refreshed, and eager to work on new projects. Not only that, but through AOM, I have been really lucky to meet new colleagues and friends. I am looking forward to different things: from attending presentations to presenting my own work. The paper that I will be presenting, which was co-authored with Ajnesh Prasad, was part of my dissertation and is one that means a lot to me since it gives a voice to my interviewees—voices that we believe need to be heard. Furthermore, I am the co-organizer of two PDWs, which I believe will offer a meaningful experience for attendees: one focused on the development of a Special Issue on the business of (im)migration and one which will target the concerns and anxieties of Early Career Scholars—some of which I have felt and sometimes still feel. In my experience, attending AOM conference has been an invaluable opportunity. The CMS community is particularly welcoming, supportive, and helpful. No doubt the world has changed since we last met—we have all changed. When I left Boston in 2019, I never thought years would pass before we would have the opportunity to meet again in person. After a couple of years of online conferences, I am excited to see what this year's conference will bring, to reconnect with colleagues, and to keep learning from others in our intellectually engaged community.

**Paulina Segarra**



## Scholarship Winners Essay Reflections - Continued

“It was simply tiring at times! Always needing to navigate what the others would think about my opinion, accept it, unleash a conflict...” Democratic organizing creates theoretical thrills; workers per definition get a voice and can more easily negotiate their rights, or create a more inclusive, caring place of work. Further diversifying company purpose towards social, ecological and humanitarian ends – besides the ever-permeating commercial ones – becomes easier with having “locals” involved in decision making. But how does democratic organizing especially in small or very federal or decentral organizations practically unravel. The quote in the beginning already reveals some element precarity in democratic organizing which may be linked to social hierarchies, peer pressure and always navigating what one can demand, claim, and say especially when it refers to the internal organizing: what income can I demand? What would be a just time to be absent when my kid is ill? How much is to be shared from my private life within the work-community which also seeks to go beyond labor itself? How to navigate economics productivity demands to pay an income and time, space and de-acceleration to care? These and many more questions are currently on my mind doing my PhD research in a small knowledge sector cooperative and I am thrilled to discuss these issues at the AOM and the diversity of scholars especially from the critical management division. I am also thrilled that Dominique Méda, Isabelle Ferreras and Julie Battilana who have been working on democratizing work since years, could just bring out their book on “Democratize Work: The Case for Reorganizing the Economy“. I am very much looking forward to exchange, conversation and connection around these thrilling themes.

### Jonas Friedrich

I am very excited about attending the AOM 2022, as I will be presenting a research paper in the conference, in its Critical Management Studies division. It will be my first presentation at the AOM. I am a PhD candidate at the Indian Institute of Management Indore, India, and the paper which I shall be presenting is based on my thesis work. I received some very valuable comments from the reviewers as part of the peer-review process of the conference, and I feel truly amazed to find out how well the reviewers connected themselves with my work. Presenting my paper to the fellow researchers at the AOM conference and the CMS division, and having discussions around the same would add great value to my thesis research which I aim to complete in the coming few months. Research pertaining to the areas of critical management studies, social inequalities and justice, business ethics, corporate social responsibility, and public administration is of particular interest to me and I am excited about discussing it with related researchers from across the world which the AOM

brings together. It would be a great opportunity to discuss new ideas and perspectives, to understand diverse contexts, and to connect and collaborate with people with similar research interests. The CMS division and related research are of great significance to me and I am very excited to meet fellow CMS scholars from across the world at the AOM conference. I am very grateful to the CMS division of the AOM for providing me the scholarship to attend the conference.

### Manan Tusharkumar Pathak

My name is Anne and I am a third-year PhD student. My research connects critical accounting and critical management to health. In my cohort, there is this running joke about third-year PhDs going to their first-ever in-person conference. And this is very much true for me. I am excited that I have the opportunity to have my first ever in-person conference experience at the AoM annual meeting in Seattle, where I will be presenting a paper on my PhD research. I look forward to presenting and discussing my research in a physical room with other scholars interested in exploring similar research areas and workplace dynamics. It will be great to go to sessions with other scholars to listen to their fascinating research projects and share experiences. I have also no idea what it means to be at a conference with 10,000 delegates. I am excited to be part of that experience. I was very fortunate to attend virtual CMS division workshops and received constructive feedback and support on my paper from the CMS Co-Chairs and reviewers. So, I cannot wait to meet some of them in person for the first time and discuss some of these aspects further. I know that doing a PhD in the Global North comes with many privileges. Yet the financial burden on early career scholars is still extremely high with little funding for international conferences. Therefore, I am grateful to the CMS division for the scholarship. I cannot wait to go to Seattle!

### Anne Steinhoff



## Scholarship Winners Essay Reflections - Continued

As an enthusiast in understanding the phenomenon of occupational stigma, I actively seek opportunities to learn and share knowledge about the societal issues challenging the dignity of occupational members employed in stigmatized occupations. Being a member of the Critical Management Studies (CMS) Division of the Academy of Management, which participates in critically evaluating the dynamics between society and organizations, provides me the opportunity to discuss and enhance my understanding of this pertinent issue. Presenting my thesis work, which investigates the deflection and destigmatizing strategies against occupational stigma, before the eminent scholars at the AOM conference will help me receive feedback to develop my research further. As I am at the final stage of my Ph.D. journey, I am eager to attend the AOM conference, the largest cohort of management scholars, to learn from scholarly sessions and achieve career support with networking opportunities. I am sure my learning from the presentation sessions, panel discussions, and research workshops at the conference will enhance my perspective towards global research and prepare me better for my upcoming academic career. I express my sincere gratitude to the CMS division for providing the scholarship that significantly helps the Ph.D. scholars with the limited financial support.

**Prakriti Soral**

I would like to start by expressing thanks to the CMS division, once again, for this incredible opportunity of being part of the scholarly community and participating in the AOM 2022. I have good expectations for this year's event and fortunately, I will be able to attend the conference in person in Seattle, USA. When I received the news that the CMS division would sponsor my registration fee for the 2022 conference, I immediately thought about all the amazing experiences I can live there. From the presentation of a paper accepted, named, "When Disaster Strikes: Corporate social irresponsibility and social blaming", whose authors are Jussara Pereira, Diego Coraiola, and Amon Barros to the amazing cultural experiences that a trip to Seattle can offer. In the academy, I have been involved with two main divisions of interest, CMS, and MH. I should say that I feel very connected with both divisions. In 2019, I wrote a spotlight letter to the CMS newsletter about my Ph.D. journey. And, in 2020, I won the Ronald B Shuman Best Student Paper award from the MH division. I truly believe that both divisions are a part of my identity as a researcher. In fact, every time I am related to both scholarly communities I have this strange feeling of belongingness, even being aware of all power, geolocalized and colonial demands that still exist in academia. I am definitely passionate about my research and academic career. Finally, with all good thoughts in mind, I am looking forward to seeing you in Seattle.

**Jussara Jéssica Pereira**





## Calls for Submissions These calls may be of interest to the CMS Community

### **MANAGEMENT LEARNING**

One hundred years of Paulo Freire: Rethinking critical pedagogy, management learning and education.

*Editors Amon Barros, Alexandra Bristow, Alessia Contu, Ajnesh Prasad and Sergio Wanderley*

[Management Learning](#)

### **ORGANIZATION**

Anti-Blackness in Management and Organization Studies: Challenging Racial Capitalism in Knowledge Production and Organizational Practices.

*Editors Chahrazad Abdallah, Sadhvi Dar, Joshua Kalemba, Courtney McCluney and Ali Mir*

[Organization](#)

### **JOURNAL OF BUSINESS ETHICS**

The Business of (Im)migration: Bodies Across Borders.

*Editors Marco Distinto, Vijayta Doshi, Arturo E. Osorio, Paulina Segarra, Martyna Sliwa*

[Business Ethics](#)

### **ELGAR ENCYCLOPEDIA OF GENDER AND MANAGEMENT - DEADLINE EXTENDED TO JUNE 15**

*Editors Jean Helms Mills, Albert J. Mills, Kristin S. Williams and Regine Bendl*

[Elgar Encyclopedia](#)

### **ACADEMY OF MANAGEMENT LEARNING & EDUCATION**

Addressing Socioeconomic Inequalities through Management Education and Learning

*Editors Arun Kumar, Hari Bapuji, Vivek Soundararajan, Tine Köhler, Rafael Alcadipani, Mette Morsing, and Diego M. Coraiola.*

[AOM Learning & Education](#)

### **JOURNAL OF MANAGEMENT STUDIES**

Atlas Unplugged: Re-Imagining the Premises and Prospects of Capitalism for Business and Society

*Editors Rashedur Chowdhury, Rick Delbridge, Roy Suddaby, and Charlene Zietsma*

[Management Studies](#)

### **ORGANIZATION & ENVIRONMENT**

The Role of Place in Sustainability

*Editors Panikos Georgallis, Irene Henriques, Arno Kourula, and Johanna Mair*

[Organization & Environment](#)

### **EQUITY, DIVERSITY AND INCLUSION**

Motherhood, Work and the Politics of Care

*Editors Isabella Krysa, Mariana I. Paludi, Liela A. Jamjoom, Marke Kivijärvi*

[EDI](#)

### **JOURNAL OF MANAGEMENT HISTORY**

Origin Stories: The Intellectual Roots of Management Education

*Editors Kristin S. Williams, and Jason Russell*

[JMH](#)



[@cms\\_aom](#)

# Solidarity Statement

## CMS Community & Global Solidarity

As the world continues to witness ongoing brutality in many parts of the world: Afghanistan, Brazil, Libya, Myanmar, Palestine, Syria, Ukraine, and Yemen, the Critical Management Studies Division (CMS) would like to issue a statement of solidarity to those facing oppression, war, genocide, and are struggling to find a home within their homelands and abroad. To the displaced, those suffering undue prejudice and racism, those fighting for their right to freedom and sovereignty, we stand with you.

The nations mentioned above are a few examples stated in alphabetical order. Yet we remain conscious of the geopolitical and historical variances embedded within those conflicts. In our attempt to express solidarity, we do not want to single out a particular cause/nation while perhaps inadvertently silencing other causes, nations, and people(s). Time has proved so vividly how there are nations and peoples who become sites for increased attention and coverage due to their geopolitical location. We cautiously craft expressions that do not reiterate a dominant voice but make space for contexts and people who have been erased or forgotten from dominant narratives. We realize the responsibilities this entails and acknowledge that it is an ongoing learning process.

We also understand that our CMS community is evolving and growing against this dynamic backdrop of global events. We therefore invite our members to share their thoughts with us on how to move through these times inclusively, reflexively and sensitivity.

As we reflect on solidarity, we find ourselves asking, "Which contexts drive expressions of solidarity?" As a division, we are mindful of the hidden coloniality of some solidarity statements and how some institutions only seem to express solidarity to assuage guilt, follow a Twitter trend, and profess to be "woke," merely paying lip service to critical causes. We take solidarity seriously and give great thought to crafting our statements.

Our positions have usually been directly linked to the experiences of the people who make up the CMS division, including those in the executive committee and broader CMS division members. We also must remember that some might choose to stay silent for their safety and the safety of their loved ones. Many of our members live in countries that are only partially free, and we must never forget the distinctive conditions people have to manifest their opinions.

CMS offers a range of alternatives to transform management and organizational practices radically. As a school of thought, CMS critiques mainstream management practices, relations of power and control, systemic racism, and social injustices and highlights destructive economic systems and how the macro-meso-micro (social-organizational-individual) are inextricably interrelated. It also quite importantly seeks to decenter the power of Eurocentric management theories and to reveal knowledge from different geopolitical contexts, amplifying marginalized/oppressed voices.

We pride ourselves on being an international community with over 750 scholars working in more than 45 countries. In this context, addressing our colleagues' sociopolitical and economic struggles in different contexts may be challenging. We see how the macro seeps into the micro and alters people's livelihoods. It is no surprise then that the CMS division has seen a proliferation of papers and Ph.D. dissertations addressing how displacement affects individuals: *Organizing Refugees*: Yashar Mahmud (Stockholm University) (2021 Best Critical Dissertation Award); *Doing Violence: Suffering Bodies in a Refugee Arrival Centre*: Philipp Arnold and Jana Costas (both from European Uni Viadrina, Frankfurt) (2020 Best Critical Paper Award); *Neither Free Nor a Slave: Three Essays on Subjectivity, Organization, and the Making of Exile*: Paulina Segarra (EGADE Business School) (2019 Best Critical Dissertation Award) to name a few. These are pressing issues affecting the worlds and contexts we live in and the scholarship we generate.

Going beyond investigating and theorizing, we hope the CMS division and its members keep engaged in combating structural power inequalities that define the current global capitalist economy and society.

### The CMS Division Executive

## CMS InTouch Update Celebrating Our Second Anniversary

**CMS InTouch** is a global digital platform launched on the 1st of May 2020, during the COVID-19 pandemic. As conferences were canceled, travel restricted, and budgets cut, a group of Critical Management Studies scholars came together with support from the Academy of Management CMS Division and the journal *Organization* to create a flexible and dynamic solution that could transcend the crisis by allowing CMS scholars to be **InTouch** with each other. Over the next two years, **CMS InTouch** became a bridge helping CMS scholars transcend and transgress geographical, political, and economic boundaries through free and open webinars and online workshops. We aim to help grow a more inclusive and supportive CMS community, in times of crisis and beyond.



**AOM CMS Division** @cms\_aom · May 1

Happy Birthday @cmsintouch 🎉🎉

Here's to many more critical conversations and events! Thank you for all the amazing work that you do.



**Dr Leah Tomkins** @TomkinsLeah · May 1

In a sector where loneliness is widespread but rarely acknowledged, @cmsintouch is brilliant at nurturing community & energising research that institutions don't always understand but is what makes academics inspired in the first place. Happy birthday & THANK you! #careethics



**Ana Maria Peredo** @AnaMariaPeredo · May 9

Thank you for keeping us together and fostering critical conversations. Happy birthday @cmsintouch ! @orgjournal @cms\_aom

So far, **CMS InTouch** has brought you 26 events in two different spaces. You can see the events on our YouTube Channel and learn about forthcoming ones on our social media. The two spaces are *Webinars* and *Publishing Critical Work PDW series*.

The *Webinars* are interactive synchronous global conversations. In this format, we have hosted dialogues on the topics of violence, post-pandemic societies and education, careers, governance, antiracism, democracy, patriarchy, communication, embodying methods, and (im)migration. Some of these exchanges have led to special issues already.

**The Special Issue on 'The Business of (Im)migration' currently calling for paper submissions to the Journal of Business Ethics developed after a group of scholars came together for a CMS InTouch webinar of the same name.**



**J. Business Ethics** @JBusinessEthics · Nov 25, 2021

🚩 New Call for Papers: Special Issue on The **Business of (Im)migration: Bodies Across Borders**. Submission deadline: December 1, 2022

Link: [springer.com/journal/10551/...](https://www.springer.com/journal/10551/)

w/ @DistintoMarco @VijaytaDoshi @ArturoEOsorio @ProfPauSegarra & @Martyna\_Sliwa

Photo by Kyle Glenn on Unsplash



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## CMS InTouch Update Celebrating Our Second Anniversary - Continued

The *Publishing Critical Work PDW* series is an open dialogue with editors. The space, which has so far included 12 PDWs and is still ongoing, has connected academic journals actively supportive of critical work into conversation with CMS scholars. These conversations are open channels for CMS scholars to find welcoming outlets for their critical work, and for editors to reach out and explain how to integrate CMS work into their journals, answer questions from the CMS community, and inspire CMS scholars to get involved with their journals. We are already hearing some great success stories of papers published and reviewers enrolled as a result of the series.



Liela Jamjoom's Twitter testimonial of the role the Publishing Critical Work PDW series played in publishing her paper in Human Relations.

In October 2021, we have welcomed five new team members on board, bringing masses of expertise, enthusiasm, and new ideas to **CMS InTouch**. Their creativity and energy are already bearing fruit, and we are delighted to have launched a new series on *Inspiring Methods*, with the inaugural event in May 2022 on *Empowering Methodologies in Organisational and Social Research* with Emma Bell, Lauren McCarthy, and Devi Vijay. More events in the series are coming soon!

The Inspiring Methods series kicked off in May 2022 with the Empowering Methodologies in Organisational and Social Research webinar.



# CMS InTouch Update Celebrating Our Second Anniversary - Continued

Currently, we are planning a new space: *Special Issues PDW series*. This series will seek to facilitate the dialogue with two goals. First, to provide an opportunity for critical scholars to have conversations with the editors of the special issues to learn about the goals of the call. Second, to open a door for the scholars to discuss early ideas and get quick feedback.

As ever, we would like to thank the CMS community, the AOM CMS Division, and the journal *Organization* for their ongoing support. In return, we are here for you. We welcome and encourage community engagement with **CMS InTouch**, whether it be as event organisers, panelists, participants, or **CMS InTouch** team members. We welcome proposals and ideas for events in our two existing formats: webinars (panel symposium-style) and PDWs (interactive events aimed at participants' professional development), as well as in new formats (we will work with you to explore your creative ideas).

If you want to learn more about what we do and are interested in organising your own event with us, please get **InTouch!**

We welcome ideas and proposals from CMS scholars from every location, in all stages of academic careers, and with all types of institutional affiliations (or lack of). If you have a great idea for an **InTouch** event but are struggling to find fellow panelists, please let us know and we will do our best to put you in touch with other interested CMS-ers.

We are also growing rapidly and would welcome expressions of interest from CMS scholars interested in joining our team as **CMS InTouch** editors. Please contact us via the email below for further information. We will be **InTouch!**

You can:

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](mailto:cmswebinars@gmail.com)

Submit a proposal for webinars [here](#)

### CMS InTouch team

In alphabetical order: Alexandra Bristow, Vijayta Doshi, Mark Gatto, Ritesh Kumar, Kirti Mishra, Arturo E. Osorio, Kathleen Riach, Frederike Scholz, and Laura Visser



# Scholarship Report From the Treasurer

In our last newsletter, we shared our plans to continue using our funds to offer CMS scholarships to attend the annual AoM meeting. These scholarships are aimed to support Ph.D. students and early career scholars. 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. 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 are not an expense; they are an investment in the future.

### **Scholarship success**

With a growing level of success this year, we received thirteen (13) scholarship applications, of which we were able to approve nine (9) (as of the writing of this note). All the scholarship recipients have fulfilled all the requirements:

- Good standing membership at AoM (2022 annual fees paid)
- Members of the CMS Division (officially registered in the Division)
- Active engagement at the annual AoM conference (e.g., presenting papers, PDW organizing)
- Attendance to at least five (5) CMS sessions
- Willing to share their experience (see section with our recipients' essay reflections in this newsletter)

### **Building the future**

To help recipients move forward with their careers, the scholarships also provide an opportunity to chair / co-chair a session at the AoM conference. This leadership responsibility comes with mentoring from the Executive Board to help our recipients succeed in this role. This opportunity to chair / co-chair serves the scholarship's intent to provide Ph.D. 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](mailto: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.

### **We are ready for a new tomorrow**

Let's make our 2022 Academy of Management Annual meeting a warm comeback for all our members. Let's meet in Seattle and get some coffee or tea.

**Treasurer: Arturo E. Osorio**



## CMS 2022 Election Results Welcome to the Division Executive

We are very pleased to announce to our CMS community the results of the recent elections. Mariana Paludi and Penelope Muzanenhamo will be joining the CMS division as co-chairs for a five-year term. Congratulations and welcome to our newly elected members!

We will have feature articles from Mariana and Penelope in our next newsletter!



**Mariana Paludi**  
mpaludi@gmail.com

NEW CMS  
DIVISION CO-CHAIR



**Penelope Muzanenhamo**  
penelope.muzanenhamo@ucd.ie

NEW CMS  
DIVISION CO-CHAIR



## YOUR CMS TEAM

### CMS Division Meet the Team

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**Division Chairs:** Fernanda Sauerbronn and Amon Barros

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**Division Chairs Elect:** Alison Pullen and Ozan Alakavuklar

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**Main Program Chairs:** Caroline Clarke and Richard Longman

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**PDW Chairs:** Alexandra Bristow and Ghazal Zulfiqar

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**Past Chairs:** Patrizia Zanoni and Marcos Barros

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**Division Treasurer:** Arturo E. Osorio

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**Rep-At-Large (Communications: Social Media):** Liela Jamjoom

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**Rep-At-Large (Communications: Newsletter):** Kristin S. Williams

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**Rep-At-Large (Membership & Outreach):** Elina Riivari

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**Rep-At-Large (Ethics & Inclusion):** Paulina Segarra

The role of Division Chair is a 5 year appointment of progressive responsibility. On the first year the role is Division Chair Elected. Second year is PDW Chair. Third year is Main Program Chair. Fourth year is Division Chair. Fifth year is Past Division Chair.



# Critical Management Studies

A Division of the Academy of Management



## 2022 General Theme



## Creating A Better World Together

82nd Annual Meeting of the Academy of Management  
5-9 August 2022 | Seattle, Washington, USA | A Hybrid Experience