



ACADEMY OF
Management

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CMS NEWSLETTER

CMS is a Division of the Academy of Management

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Critical Management
Studies

Editor's Note

BY KRISTIN S. WILLIAMS

In our October issue, we revisit our time at the Academy of Management conference in Boston. Enjoy our updates and photos!

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@acadiau.ca.

THIS ISSUE

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Critical Management Studies

A Division of the Academy of Management

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FAREWELL AND WELCOME

ALISON PULLEN & OZAN ALAKAVUKLAR

We have just concluded another exhilarating AOM conference. Thanks to the tireless efforts of Penelope Muzanenhama and Mariana Paludi as PDW co-chairs and Alex Bristow and Ghazal Mir Zulfiqar as Program co-chairs, we were treated to a series of impressive and informative sessions that brought the CMS community together. Additionally, after the prolonged absence of personal interactions due to the COVID-19 pandemic, the social gatherings, the CMS plenaries, and the keynote by Jo Gradystood out as remarkable highlights, owing to the hard work of CMS division chairs-elect Richard Longman and Caroline Clarke. We also extend thanks to Elina Riivari for her role in coordinating Dark Side Case competition, a cherished tradition within the CMS division. Special thanks are extended to Kristin Williams and Liela Jamjoom for their excellent work in keeping our members well-informed through our newsletters and active engagement on social media, before, during and after the conference.

As is customary, this year's program was the result of the dedicated work of the CMS executive team. Likewise, the transition of roles and responsibilities within the team occurred during the conference, as seen on our "Meet the Team" page towards the end of this newsletter.

While we bid a very fond farewell to Fernanda Sauerbrunn and Amon Barros, who have served diligently on the executive team for the past five years, we are thrilled to welcome Marcus Gomes as the incoming co-chair alongside Paulina Segarra. After three years of dedicated efforts in promoting diversity and inclusion within the division, Paulina is passing the torch to Vijayta Doshi and will be working alongside Marcus to continue serving the CMS community for the next five years.

Furthermore, we warmly welcome Vijayta Doshi as the representative-at-large in diversity and inclusion, and Fabio Saldanha as the representative-at-large in early careers and PhD initiatives for 2023-2026. We are also pleased to announce that our beloved treasurer, Arturo Osorio, will continue his role for an additional three years.

Finally, we would like to express our gratitude to all presenters, reviewers, attendees, members and the rest of the Executive team for contributing to the vibrant and exciting CMS community. We eagerly anticipate the forthcoming period filled with new strategic initiatives and developments for our community. Watch this space!



PROGRAM CO-CHAIR UPDATE

ALEX BRISTOW & GHAZAL ZULFIQAR

As program chairs, we were delighted with this year's scholarly program in Boston. It included two plenaries, seven symposia, 14 paper sessions and a dark side case session. Our plenaries were well attended. The first plenary was a memorial for Anshuman Prasad. It drew colleagues from across the Academy and included heartfelt tributes for the trailblazing scholar and teacher from colleagues, friends, students, as well as spouse and academic partner Pushkala Prasad. The climate justice plenary was also very well received. It was an interactive event where we heard from scholar activists in the Global North and South and were given first-hand accounts of the havoc climate change has wreaked on local communities.

Our symposia were well-attended and drew attention to the conference theme by showcasing worker voices in worker-driven CSR, and pragmatic perspectives on placing the worker front and center for a sustainable society. Other important themes included, developing a climate justice research agenda, threats to academic collegiality, community-based enterprises across diverse contexts, researching memory work, scholars as workers in the leadership industries.

Our paper sessions included commentaries and challenged ideas on academic praxis, class, precarity, corporatization, industrial relations, resistance and control, technologies and surveillance, workplace democracy and exploitation, future of work, entrepreneurship, issues of diversity and (ex)inclusion, among others.

We celebrated the critical work of our colleagues through our best paper awards. We are grateful to the following journals for sponsoring awards across various categories: Organization, Organization Studies, Journal of Business Ethics, Gender, Work & Organization, Leadership, ephemera, Critical Perspectives on International Business, and Management Learning.



PROGRAM CO-CHAIR UPDATE

ALEX BRISTOW & GHAZAL ZULFIQAR

This year the best developmental reviewer award went to three outstanding reviewers: Jussara Pereira, Armindo Dos Santos De Sousa Teodosio, and Belinda Zakrzewska. Reviews are what make it possible for us to put the scholarly program together, and these reviewers provided excellent developmental advice to our authors. The best critical thesis award went to Belinda Zakrzewska for her dissertation titled “Anti-Manual for the Organizational Construction of Authenticity in Postcolonial Contexts”. Manuela Lorenzo, Bianca Sa and Ana Christina Celano won the best dark side case for their case study “Rio de Janeiro, the Wonderful City, Gets Smarter but for Whom?”

The in-person only format certainly presented challenges, but it was lovely to physically be in the same physical space with our colleagues after several years. There is no denying that we missed those who didn’t attend in person because of denied visas, cost of travel and its carbon footprint. We hope that in future Annual Meetings there will be more careful consideration for those who can only join us virtually. In the meantime, we are pleased to pass on the role of program co-chairs to our wonderful colleagues Penelope Muzanenhama and Mariana Paludi. We know they will be working to enhance the program experience based on the feedback we received this year from the CMS community.

Take care and see you in Chicago!



PDW CO-CHAIR UPDATE

MARIANA PALUDI & PENELOPE MUZANENHAMO

The Critical Management Studies (CMS) division welcomed Professional Development Workshop (PDW) proposals anchored in the Academy of Management Annual Meeting Theme: Putting the Worker Front and Center, Boston, August 4-8, 2023.

In hosting the PDWs, the CMS Division's overarching concern was with Workers' struggles, solidarities and connectedness. Hence, as a community, we sought to foster debate, and collectively identify, initiate as well as inform potential mechanisms for eliminating the diverse forms of social injustice that underpin Workers' experiences across the globe. From this perspective, CMS PDWs engaged with themes that included the following: navigating pressures of academia; navigating business schools without a business background; developing a critical PhD thesis into a critical book; writing essays to advance management scholarship; performativity and academic activism in critical management education; critical visual pedagogies; and mental health.

The teams of PDWs organizers and facilitators comprised of scholars at different levels in their academic careers, and from multiple fields.

In response to co-sponsorship requests by fellow researchers in diverse Academy of Management divisions, CMS supported PDWs in these divisions, among others: AAM, AFAM, ENT, HR, IAM IM, INDAM, MED, MH, MOC, MSR, OB, ODC OMT, ONE, OSCM, PNP, SIM, STR and TIM.

Collectively, CMS PDW co-chairs, organizers, facilitators, and panelists worked to provide a safe environment where scholars would have voice, regardless of their gender, race, class and/or sexuality or gender identity.

The 2024 PDW Co-Chairs, Paulina Segarra and Marcus Gomes, are looking forward to your submissions for the 84th AoM meeting in Chicago 9-13 August 2024.



DOCTORAL & EARLY CAREER CONSORTIUM

PAULINA SEGARRA & MARCUS GOMES

After three years of an online or hybrid versions of AOM meetings, being back to a face-to-face format in Boston was much anticipated for most of our community. Along with Amon Barros and Fernanda Sauerbronn, we wanted to make sure that this was a memorable and welcoming experience for all the attendees. The Consortium’s goal was to provide a safe space in which both doctoral students and early career academics could discuss different topics with executive team members. As stated at the beginning of the session, the two main purposes were to create a larger sense of community and to engage with facilitators who were open to answer all the questions that arose during the conversation.

15 Doctoral Students and 12 Early Career Academics (ECAs) registered for the session. We planned for a round table format since we believe this allows for potentially deeper conversationS. After a brief and warm welcome from outgoing chair, Amon Barros, participants chose one of the four tables:

TOPIC	FACILITATORS
FIRST JOB	ALEX BRISTOW & PENELOPE MUZANENEHAMO
EARLY CAREER CHALLENGES	RICHARD LONGMAN & PAULINA SEGARRA
PUBLISHING	FERNANDA SAUERBRONN & KRISTIN S WILLIAMS
BEING CRITICAL IN ACADEMIA	AMON BARROS & OZAN ALAKAVUKLAR
Additional support was provided by Elina Riivari	

After 30 minutes, we asked attendees to switch tables so that they could engage in a different conversation with another group, although since the beginning they were encouraged to move freely around the table. The final 20 minutes focused on feedback from the facilitators and participants of each table.

As in previous years, mentoring was offered for ECAs who requested it in advance. We believe that this is a fantastic opportunity to meet one on one with a more established scholar willing to discuss their work and provide advice outside of the Consortium. We want to thank this year’s mentors:

- Martyna Sliwa
- Ghazal Zulficar
- Banu Ozkazanc-Pan
- Nimruji Jammulamaduka
- Ajnesh Prasad
- Alexandra Bristow

Participant’s feedback was very positive, mentioning that they had really enjoyed the round table format and the intimate conversations that took place around the tables. Another positive outcome was how participants appreciated the chance to connect not only with the round table leaders but with other students and ECAs in order to establish new networks. We really appreciate the suggestions they made for next year, which we will take it onboard for future doctoral students and ECAs’ events.

The Consortium was an incredibly enriching experience for both attendees and facilitators. We all learnt with other’s experiences and meet new colleagues from all around the world. We are looking forward to repeating this experience in Chicago 2024, when we discuss new ways in which we can be critical while innovating for the future.

WHAT'S COOKING?

THE BEST CRITICAL DISSERTATION AWARD 2023

Congratulations to Belinda Zakrzewska (University of Sussex Business School, UK) who received the Best Critical Dissertation Award 2023 in Boston for her work, 'A decolonial perspective on claiming authenticity: What's cooking behind the new Peruvian cuisine?'.

Belinda's dissertation explores the complexities surrounding authenticity claim-making practices in organizational settings, particularly focusing on the implications for power structures in postcolonial nations. It contends that while Western Management and Organization Studies (MOS) have primarily extolled the virtues of authenticity in organizations, there is a lack of scrutiny on how such practices may perpetuate existing power hierarchies, especially in Global South contexts still influenced by coloniality.

At the heart of Belinda's dissertation is a critical engagement with the gourmet foodscape, specifically the claim-making practices surrounding the notion of hybridized authenticity. The work addresses an empirical gap by refocusing scholarly attention away from the Global North to postcolonial contexts in the Global South. And it employs a nuanced understanding of authenticity, challenging dominant discourses that often romanticize craft as an arena for artistic expression in the Global North, while reducing it to a mere survival mechanism in the Global South.

The dissertation takes the case of Peru's burgeoning culinary field to illustrate the complexities involved in the construction of hybridized authenticity. While elite chefs in Peru are lauded for their craft, in blending ancestral indigenous cultural elements with modern techniques, the study argues that these practices can paradoxically reproduce colonial power dynamics. Specifically, Belinda reveals how such forms of authenticity can lead to domestic cultural appropriation, thereby perpetuating colonial practices of extraction, elevation, and exploitation.

Belinda's work further distinguishes itself by adopting a producer stance as opposed to the consumer focus common in existing studies of "culinary colonialism." This important shift allows the research to explore how organizational construction of authenticity by elite actors can both appreciate and appropriate culture, effectively cloaking colonial practices under the guise of craft-based authenticity.

The expert reviewers recognised the strength of the argument made about how the hegemonic operation of power, facilitated through authenticity claim-making practices by elite cultural producers, can sustain oppressive systems that extend beyond class to include racialized social relations informed by the logic of coloniality. They particularly appreciated Belinda's contribution to understandings of how cultural categories in fields like culinary arts are not merely reflective of class and taste preferences but are also deeply implicated in broader structures of power and oppression.



Belinda Zakrzewska is a Lecturer in Marketing at the University of Sussex Business School. Her current research focuses on decolonizing craft and authenticity, examining cultural appropriation and craft and indigenous entrepreneurship.

EBRU CALIN

EARLY CAREER SCHOLAR PROFILE



I remember the stifling heat of the classroom, and the droning of the student's voices as they recited their lessons. The weight of their gazes felt suffocating, their whispers felt like knives digging into my earth-coloured flesh. As a queer Muslim teacher of colour in Germany, I felt like I was constantly walking on glass.

Bleeding feet.

Bleeding into the efforts of my grandparents and parents to rebuild the country after WW2. However, as much as they worked their hands to the bone, the sacrifice of their life expectancy did not redeem the sins I was accused of post 9/11 and thus, I tried every day to navigate the 'irreconcilable' parts of my identity, and the orient inside my bones while staying alive in a sea of bigotry, xenophobia and the epistemic violence propagated by white feminism, which insisted I needed 'saving' (Mehra, 2017).

The faculty too communicated the sound of silence
painting
subtle strokes of microaggressions
and thinly veiled islamophobia.
Canvas whispering secrets only Art could comprehend.
I remember the looks I would get when I wore my hijab,
the way my colleagues would sneer with their eyes
when I talked about my faith or my sexuality.
I was obsessed
Obsessed with having to prove that I belonged,
the kind of belonging that was
unavailable,
unattainable,
an insatiable hunger
to be validated
and not eradicated.

It was hypocritical that I so desperately longed for
someone to battle out the dividing lines between the
physical manifestation of my religion and my sexuality.
The kind of obsession that only a young woman who
hasn't come to terms with the force of her own
yearning and desires can experience.
The kind of obsession that is fueled by
habitual fear
about a violent kind of
epistemic
erasure.

From an early age, I was orientated by the interplay of
faith, culture, and queerness, existing in a liminal space
at the crossroads of multiple worlds marked by third
spaces (Bhabha, 2006). I was orientated towards the
many expectations I learned to perfectly meet, like a
machine on autopilot. A lingering taste of
the bitter disorientating tug of otherness,
my voice silenced.

Who Am I in a world that mutes me and erases me from
existence?

EBRU CALIN

EARLY CAREER SCHOLAR PROFILE

Ebru Calin is a Muslim Queer Feminist Doctoral Researcher exploring Organisational Behaviour and intersectional organisational inequalities at the University of Liverpool, Management School. Ebru's research particularly illuminates the intersection between affect, bodies and discourse, delving into lived experiences of minority individuals of faith at the workplace through a Queer Phenomenological Framework. Ebru's most recent ongoing project was recognized with an Award for "Best Developmental Paper" within the track "Gender in Management" at the British Academy of Management Conference (2023) and delves into the challenges in exploring the sensory body and cognitive mind, with a specific focus on elucidating the affective resonance between researchers and participants in phenomenologically inclined interviews. This exploration employs disruptive and creative methodologies, such as poetry, reflexive autoethnography, vulnerable storytelling, stream-of-consciousness narratives, and visual arts, to capture and convey the qualitative richness and texture of such embodied narratives.

I was at once too Muslim to be Queer and too Queer to be Muslim and yet, the question that I most anticipated never came, it was an unreliable, erratic kind of relief. The anticlimactic nature of my encounters as a teacher infused with the colour of my skin, the cadence of my voice and the yearning in my heart all became a tangled thread that wove the fabric of my identity.

My body reveals the intricacies of my demon-ized orientations placed in a world that was never designed to accommodate 'object boundary creatures' (Gatrell, 2019) like me.

Yet, with every act of symbolic violence, I became orientated towards researching what is a testament to my own truth: The lived experiences of religious individuals at the workplace and deconstructing oppressive, racialized and gendered binaries such as Eastern queer shame 'versus' Western queer pride.

Exploring and researching such an intimate subject, I owe my participants and myself to research and write differently (Boncori, 2022; Gilmore et al., 2019; Mandalaki, 2022) by being acutely aware of my own memories and my inherent positionality. How do we embody happiness, grief, sorrow and hope when religion, workplace norms, and sexuality intersect with non-heteronormative desires? I want to take up space and make space for such conversations that are evaded and misrepresented when it comes to non-western ethno-religious minority queer people. Avoidance is a learned tactic; it comes from experience.

The avoidance of the kind of conversations that on the one hand may save our lives from legal and social censure and the death penalty but on the other hand invite convenient amnesia and the reproduction of intergenerational dis-orientation and judgment.

Silence is an incomplete metaphor that holds a place for concealment, and a violent kind of epistemic erasure: The absence of these unutterable conversations is like a blank space on a map:

Out of sight,
out of mind

and yet –

we exist
and we rage,
we resist
and we revolt
to mobilize
change

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- Mandalaki, E. (2022). Affective diaries of quarantine: Writing as mourning. *Organization*, 13505084221115839.
- Mehra, N. J. (2017). Sara Ahmed: Notes from a feminist killjoy. *Guernica Magazine*, 17.

CRITICAL PERSPECTIVES ON INTERNATIONAL BUSINESS

PUBLISHING CRITICAL WORK

Critical Perspectives on International Business (CPOIB) is dedicated to fostering critically reflexive discussions on international business. Co-edited by Mehdi Boussebaa and Rudolf Sinkovics, both from the University of Glasgow, the journal serves as a nexus for scholars from various disciplinary and interdisciplinary backgrounds. The Co-Editors-in-Chief are always glad to receive submissions from the CMS community, both papers and proposals for special issues.

CPOIB's ethos is decidedly critical, challenging the hegemony of transnational corporations, managerial orthodoxies, and dominant academic discourses. The journal aims to impact both business education and management practice, thereby contributing to the development of more equitable and sustainable business models. It encourages scholars to explore alternative paradigms and methodologies that can offer transformative insights into international business.

The journal welcomes high-quality research that critically engages with a broad array of topics: ranging from globalization and international business strategies to corporate social responsibility and power dynamics within and beyond multinational corporations. This allows for a nuanced examination of the interplay between international business and various societal actors, including individuals, communities, and civil society at large.

A multidisciplinary approach allows for a more holistic understanding of international business, capturing its complexities and its multifaceted impact on society and the environment. In CPOIB, CMS intersects with fields including business ethics, emerging market and development studies, entrepreneurship, environmental studies, gender and diversity issues, global value chain analysis, international economics, and public policy.

CPOIB's openness to various research methodologies and teaching approaches makes it an inclusive platform for academic discourse. This is particularly significant in a field often dominated by quantitative and positivist methodologies, offering a space for scholars who employ qualitative, interpretive, and critical approaches to contribute to the body of knowledge.



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Critical Perspectives on International Business




The journal accepts different types of papers, including Academic Papers, Position Papers, Review Essays, and Book Reviews. This allows for a wide array of scholarly voices to contribute to the ongoing critical discussions around international business, thereby enriching the academic landscape and potentially influencing practice in a manner that is both inclusive and equitable.

Critical Perspectives on International Business serves as a vital academic platform that not only advances scholarly understanding but also aims to influence real-world business practices. It does so by encouraging critical, reflexive thinking that challenges conventional wisdom and opens new avenues for research and practice in the realm of international business.

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	Paolo Quattrone, Renate Meyer, Diane-Laure Arjaliès, Ali A. Gümüşay, Michael Lounsbury, and Marc J. Ventresca	<u>Utopias-dystopias as sources of organizations and organizing</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>
Human Relations	Mina Beigi, Juliette Koning, Ajnesh Prasad, and Yasin Rofcanin	<u>Call for Critical Reviews</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>
Organization	Edward Granter, Mar Pérezts, Jeremy Aroles, Leo McCann & Paulina Segarra	<u>From organizing freedom in the academy to academic freedom as an organizing principle: What is at stake?</u>
Management Learning	Grace Gao, Linna Sai, Emmanouela Mandalaki, Jannine Williams, Anna-Liisa Kaasila-Pakanen, and Margarita Canal	<u>(Un)learning from the Margins in Management and Organization Research</u>

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





MEET YOUR CMS DIVISION EXECUTIVE TEAM

DIVISION EXECUTIVE

Division Chairs: Caroline Clarke and Richard Longman

Division Chairs Elect: Alexandra Bristow and Ghazal Zulfiqar

Main Program Chairs: Mariana Paludi and Penelope Muzanenhamo

PDW Chairs: Paulina Segarra and Marcus Gomez

Past Chairs: Alison Pullen and Ozan Alakavuklar

Division Treasurer: Arturo E. Osorio

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

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

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

Rep-At-Large (Ethics & Inclusion): Vijayta Doshi

Rep-At-Large (Early Careers & PhD Initiatives): Fabio Saldanha



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