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CMS NEWSLETTER

CMS is a Division of the Academy of Management

Editor's Note

BY KESHAV KRISHNAMURTY

Dear Colleagues,

As we eagerly prepare for the 85th Annual Meeting of the Academy of Management, it is my pleasure to deliver to you our latest CMS newsletter. In our February issue, we look forward to Copenhagen, take a look at Management & Organizational history journal, interview Stephanie Daher, celebrate our 2024 Best Paper awardees and sponsors, and read a new article on the corrosion of indigenous rights in New Zealand.

If you would like to respond to a piece in the CMS Newsletter, become a contributor, issue a call for papers, or anything else, please get in touch with me at either keshav.krishnamurty@utoronto.ca or keshav.krishnamurty@iiml.org.



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Critical
Management
Studies

A Division of the Academy of Management

A HEADS-UP FOR COPENHAGEN

BY JEN MANNING

Even though we're five months away from the Annual Meeting and the Programme Chairs are still working through the record number of submissions received by the CMS Division, we want to highlight to the CMS community some changes to the 2025 Annual Meeting. In July the AOM Annual Meeting will depart North America for the first time for a European visit. Copenhagen is set to be a different AOM experience. Most notably, all divisions and sessions will be hosted together in one (massive) conference center, The Bella Center.

The Bella Center is located about 8km outside of central (downtown) Copenhagen. But with Danish public transport efficiency, it is only a 20-minute (regularly scheduled) train journey away. The Bella Center is on the M1 Green Metro line, so if you're planning on staying in central Copenhagen, where most accommodation options are located, we would suggest staying near one of the M1 metro stops. The Kongens Nytorv metro stop by the iconic Nyhavn area and the Christianshavns metro stop in the Christianshavns district seem to be the most central areas on the M1 metro line that are in relatively close proximity to the Bella Center.

Being a conference centre, there won't be much catering or food options in the Bella Center. There will be 'grab and go' food and drink items for purchase in various locations within the Bella Centre and there are about 20 cafes, restaurants, and markets located within a 10-minute walk. The CMS social will be hosted offsite in central Copenhagen.

Attending the Annual Meeting can be exhausting at times, and this year with thousands of delegates all under one roof even veteran scholars may find themselves overwhelmed. But with a much-heightened demand for the CMS division this year, we hope that there will be a great representation of CMS scholars in Copenhagen making AOM 2025 an engaging and welcoming event.

My survival strategy will be packing my bag with snacks, enjoying meeting to meet old friends and make new ones, and decompressing from the day's events with evening walks along the many Copenhagen waterfronts.

Helpful links

[The Bella Center Website](#)

[AOM's Welcome to Copenhagen](#)

[AOM's Visa Information](#)

[Copenhagen Metro Green Line](#)

[Copenhagen Activities](#)





CRITICAL JOURNAL FEATURE : MANAGEMENT AND ORGANIZATIONAL HISTORY

GABRIELLE DUREPOS & AMON NARCISO DE BARROS

In February 2025, Management & Organizational History welcomed co-editors in chief, Amon Barros, Associate Professor of Organisation Studies, FGV EAESP, Brazil and Gabrielle Durepos, Professor of Management at Mount Saint Vincent University, Canada.

We are honoured to take over the leadership of M&OH from Anders Sørensen and Dan Wadhvani, whose tenure has cultivated the journal's scholarly community. M&OH was launched in 2006 and is the home for historical perspectives on management and organizations, that bring together philosophical, theoretical and empirical investigations that focus on the past and its repercussions. We remain committed to strengthening this intellectual space—particularly by encouraging bold work that challenges conventional boundaries and deepens the dialogue between history and management.

With that mission in mind, we assembled a strong team of Associate Editors:

- Matthew CB Lyle, Binghamton University
- Caterina Bettin, University of Eastern Finland
- Hamid Foroughi, University of Warwick
- Christian Stutz, Jyväskylä School of Business and Economics
- Wim Van Lent, IESEG School of Management

They take over from the previous team to keep on building what makes the journal relevant: the community of authors, readers, reviewers, and other people who are interested in the topics covered within our broad tent. Recently, studies advancing historical perspectives in multiple sub-fields have shown the importance of understanding how the past is revisited and revived by multiple communities around organizations and various stakeholders interested in the firm. Therefore, M&OH has an important role in nurturing research investigating history, memory, archives and other approaches towards understanding how what is past can still speak to the present.

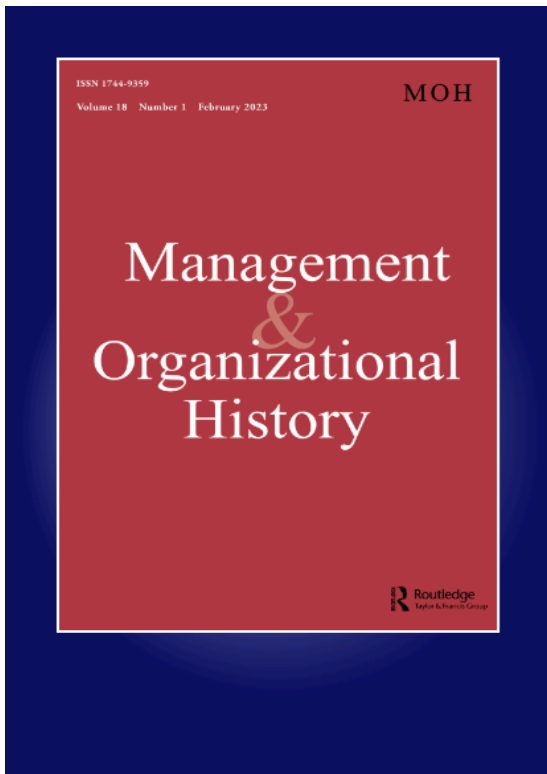


Gabrielle Durepos works at Mount Saint Vincent University in Halifax, Nova Scotia, Canada as a Professor of Management



Amon Barros works at FGV EAESP in Sao Paulo, Brazil as an Associate Professor of Organization Studies

CRITICAL JOURNAL FEATURE : MANAGEMENT AND ORGANIZATIONAL HISTORY (CONTINUED)



Management & Organizational History



M&OH, published by Taylor & Francis. It is a quarterly, peer reviewed journal dedicated to publishing original research on historical approaches to the study of management, organizations and organizing. While the unifying theme of M&OH is organizational history, the journal facilitates an interdisciplinary dialogue between business and management history, organization studies, organization and management theory, and critical management studies. The journal is empirical and theoretical.

The ethos of MOH is reflexive, creative, international, interdisciplinary and critical in orientation. The journal is dedicated to advancing innovative historical research and methods. The journal accepts original articles between 6,000 and 10,000 words.

We are eager to engage with your theoretical and/or empirical work on critical organizational histories and innovative historiographies. We are also open to receiving special issue proposals. Please send your queries about M&OH to Amon Barros (amon.barros@fgv.br) and/or Gabrielle Durepos (gabrielle.durepos@msvu.ca).



EARLY CAREER SPOTLIGHT

STEPHANIE DAHER
GRENOBLE ÉCOLE DE MANAGEMENT / ÉCOLE
POLYTECHNIQUE

Questions about social justice, redistribution, recognition, and representation have guided my intellectual curiosity and political motivations, leading me to pursue a PhD. Driven by these motivations, I have been particularly interested in the possibility of “taking others’ realities seriously in organizing during times of ecological crisis.” This broad question carries many assumptions, notably the urgent need to engage with radical ontological perspectives to envision “possible livable worlds” here and now.

As a critical scholar rooted in and embedded within Brazilian realities, I have focused on the political potential and increasing mobilization of ontological pluralisms. My work engages theoretically, ethnographically, and politically with Indigenous realities in the Brazilian context. Some of the cases I explore involve examining the paths and consequences of implementing and developing carbon credit offsets with Indigenous communities in the Amazon basin, along with the use of technologies for forest preservation. Additionally, I am actively involved in political activism with Indigenous women in Brazil and have been analyzing the use of business and human rights discourse within social movements, as well as the relationship between body, politics, and territory in these contexts. These projects are carried out in collaboration with Indigenous activists, practitioners, and researchers.

In my postdoctoral research project, I am particularly interested in the intersection of technological development and natural preservation in the context of ecological crises. My anthropological inclinations in research have led me to focus on notions of alterity and relationality in engaging with actors on the borders of the “anthropocentric” frontier: the non-humans and more-than-humans.



Stephanie Daher is a PhD candidate in Organization Studies, about to defend her thesis at Grenoble École de Management and begin a postdoc at École Polytechnique. Her work bridges Management and Organizational Theory with Radical Anthropology, exploring how ontological relational approaches can help rethink organizations and organizational concepts.



EARLY CAREER SPOTLIGHT (CONTINUED)

My current studies have theoretically bridged the intersection of Anthropology and Organization Studies. My recently published book review in *Organization*, titled “Alter-Anthropological Thought in Organization Studies,” proposes that alter-anthropological theorization, such as the one found in *Cannibal Metaphysics*, has specific affinities with recent demands for alternative organizing in Organization Studies.

I believe that research practices driven by a disposition of ‘first encounter,’ maintaining alive the possibility of being other than what we are, are fundamental to altering our current organizational arrangements. In this sense, alter-anthropological thought seems to offer a path to realizing the demand for a new world and transforming the current one. In my research, I have explored this path by writing theoretical, empirical, and methodological pieces.

My work has been well received by the Critical Management Studies (CMS) division at the Academy of Management Conference. Last year, one of my theoretical pieces, titled “Organizing at the End of the World: Ontological Perspectivism as a Relational Approach to the Ecological Crisis,” was awarded Best Doctoral Student Paper (sponsored by the journal *Organization*) and included in the Best Paper Proceedings at AoM. My ideas have resulted from political engagement, constant theoretical discussions, and community support. I am grateful for the space and support that CMS has offered, and I see this as an opening toward new possibilities.

To continue this work, I believe that organizing for and in a world of many worlds is not merely philosophical speculation or analytical inconsistency—as it is often accused of being—but rather a political and material necessity that underpins the realities of many communities and modes of existence. I argue that the current ecological crisis has challenged the foundations of Western metaphysics by presenting us with a scenario (and an experience of the world) where nature and culture are deeply intertwined, calling into question the consistency of transcendental fantasies.

In general, I am curious about how political passion—and what forms of political passion—shape our scholarly activities and research practices and how we can think and organize for possibilities that embrace radical differences, which are urgently needed in these environmentally and politically catastrophic times.

References:

Daher, S. (2024). Alter-anthropological thought in organization studies. *Organization*, 0(0).
<https://doi.org/10.1177/13505084241280790>

Daher, S. (2024). Organizing at the end of the world: Ontological perspectivism as an approach to ecological crises. *Academy of Management Proceedings*, 2024(1), Article 14bp.
<https://doi.org/10.5465/AMPROC.2024.14bp>

Linkedin profile: <https://www.linkedin.com/in/stephanie-daher-84968214b/>



A THANK YOU NOTE TO OUR 2024 BEST PAPER JOURNAL SPONSORS, AND CONGRATULATIONS TO OUR AWARDEES



PENELOPE MUZANENHAMO, CMS DIVISION CHAIR-ELECT 2025 (MAIN SCHOLARLY PROGRAM CO-CHAIR 2024 WITH MARIANA PALUDI)

The Critical Management Studies Division proudly celebrates the 2024 Best Paper award winners, and the commitment of our journal partners towards fostering the development of both CMS scholars and the CMS field itself. As an AoM Division, we value the support of our various journal sponsors, and aspire to continuously nurture the relationships we have with these various partners. The 2024 Best Paper awardees and journal sponsors are as listed in the table below. A heartfelt thank you to all of you for the collective effort towards advancing the field of Critical Management Studies, and facilitating the impactful growth of CMS researchers across the globe.

Critical Management Studies Division Best Paper Awards and Journal Sponsors 2024	
Best Paper Category and Journal Sponsor	Awardees
Anushman Prasad Award Best Paper Postcolonial/Decolonial Sponsor: Organization	Decolonizing Diversity-Driven Responsibility Education with Praxis Alexandre Faria
Best Critical Business Ethics Paper Sponsor: Journal of Business Ethics	Ethics of Quantification and RCTs in International Development: A Decolonial Analysis Emily Cook-Lundgren and Emanuela Girei
CMS Best Critical Paper Sponsor: Organization	Resistance by Analogy: How Dramaturgs Resist McCarthyism with Distancing Analogy Xiaoran MA, Vanessa Pouthier and Franz Wohlgezogen
Best Critical Human Relations Paper Sponsor: Human Relations	Audit vs. Consulting, Which Route to Choose? The Role of Self-Elimination in the Social Exclusion Sebastien Stenger
Best Paper in Critical Imagination in Qualitative Methods Sponsor: Qualitative Research in Organizations and Management (QROM).	The Underground Rebels: The History of Arab Resistance Against the Fossil State Hela Yousfi
Best Critical International Business Paper Sponsor: Critical Perspectives on International Business	Body-Territory in Energy Transition: Wayúu Women's Struggle in Colombia Jacobo Ramirez, Claudia Vélez-Zapata, Rajiv Maher and Fabrina Acosta-Contreras
Best Critical Leadership Paper Sponsor: Leadership	Embodied Oppression or Fleshy Resistance: Saudi Female Leaders' Body as a Space for Resistance Elham Moonesirust, Tahani H. Alqahtani, Ibn Imam Moammad and Jing Cai
Best Critical Organization Studies Paper Sponsor: Organization Studies	Philanthropy, Racial Justice Organizations, and the Political Economy of Accountability Adam Saifer and Patrizia Zanoni
Most Promising Early Career Paper Sponsor: <i>ephemera</i>	Those of Us Who Stay: The Cost of 'Finding the Right Home' for Gendered and Racialized Academics Patricia Naya, Jared Poole and Alessia Contu
Best Doctoral Student Paper Sponsor: Organization	Organizing at The End of the World: Ontological Perspectivism as an Approach to Ecological Crises Stephanie Daher
Best Critical Management Learning Paper Sponsor: Management Learning	A decolonial analysis of the representation of race and ethnicity in management textbooks Hellen Marquezini and Todd Bridgman
Best Paper contributing to 'writing differently' by a PhD student or early career scholar Sponsor: Culture and Organization	"PLUS ÉCOUTÉ•E•S MORT•E•S QUE VIVANT•E•S ": Gluing As Commoning to Challenge Social Norms (Qualitative) Louise Lecomte and Lucie Chartouny
Dark Case Sponsor: Routledge Overseen by: Elina Riivari	Breaking the Silence on the #BellLetsTalk Campaign Fallon Bourgeois, Michelle Presse, Kristy Read, Karen Whittle and Nicholous Deal

HOW CMSERS CAN REDOUBLE SUPPORT FOR INDIGENOUS RIGHTS AND INDIGENOUS MANAGEMENT SCHOLARSHIP

STEPHEN CUMMINGS, LEANNE CUTCHER, STEPHANIE DAHER, JOHN HURIA, DAVID MEHARG, ANA MARIA PEREDO, JESSE PIRINI, SANDRA SCHILLO

We came together to write this piece as organizers and supporters of IARIMOS (the International Academy of Research in Indigenous Management and Organizational Studies), and as members of the CMS community.

Launched in 2022, IARIMOS is a safe and caring space to support Indigenous researchers through mentorship to emerging scholars. The first two IARIMOS conferences took place at Telfer School of Management in Ottawa (or Turtle Island). The 2025 conference will take place at the University of Melbourne, in Melbourne (or Naarm) Australia, hosted by the Dilin Duwa Center. IARIMOS encourages and enables Indigenous scholars in business schools to weave Indigenous knowledges into management studies, and to be recognized and celebrated for their contributions.

IARIMOS also serves as a platform to stand for Indigenous rights. Sadly, as IARIMOS has grown, so has the number of cases that have seen the questioning or erosion of Indigenous rights. For example, the past year in Aotearoa New Zealand has seen the development and processing of what is called The Treaty Principles Bill (TPB). While the Bill has little prospect of proceeding into law, it has become a cipher with which many have sought to question, agitate against, and re-litigate, the foundational principles of Indigenous rights in what is New Zealand's foundational document: Te Tiriti of Waitangi. This after decades of progression - imperfect progression, but progression nonetheless - toward greater harmony between Indigenous and non-Indigenous people in a country that many regarded as a beacon of social harmony.

IARIMOS wrote a submission, skilfully crafted by John Huria, to the New Zealand government outlining our opposition to the TPB, and called for signatures from supporters to attach to this letter. We were extremely pleased to see so many people from the CMS community support our initiative and sign the letter.

We were pleased, but not surprised. Over the past two decades, CMS has become the place within The Academy where many Indigenous management scholarship papers, PDWs and symposiums are submitted and presented. This year we will be running an IARIMOS track at the ICMS gathering in Manchester and we are excited for the number of submissions. Many Indigenous and non-Indigenous scholars engaged in Indigenous management research, have informed us that to them CMS feels like a place they can call 'home' in an Academy that can seem massive, overwhelming and difficult to feel comfortable in.

It is true that CMS has been a supporter of Indigenous management scholars scholarship, but we ask you at this time to redouble your efforts. And we suggest three ways that you can do that here.



HOW CMSERS CAN REDOUBLE SUPPORT FOR INDIGENOUS RIGHTS AND INDIGENOUS MANAGEMENT SCHOLARSHIP

First, teach, or encourage the teaching of, Indigenous management.

One of the things we realized as we began to gather, as IARIMOS was the lack of a comprehensive teaching resource for those keen to teach Indigenous management. So, in association with SAGE, we have nearly completed the building of a book and associated web-resource called Indigenous Management: Knowledges and Frameworks. The book has been created by a community of over 100 Indigenous management researchers around the world, and its thematically arranged articles are designed to promote discussion and greater understanding in the classroom.

We invite you to take a look at that book. But you don't need it to start introducing Indigenous approaches. For example, rather than just following the standard textbook and teaching that management began when a group of engineers in the US and Europe begin to apply their principles to work, offer some alternatives for students to consider. What are some of the things that people in your place (or places you are familiar with) did differently in terms of thinking about organizing and working, be that in Africa, the Americas, Ireland, or anywhere else? Please help us value and normalize Indigenous approaches to management and organization for the next generation of scholars!

Second, encourage Indigenous management research and be a good ally.

If you are a management scholar of Indigenous heritage, or doing Indigenous management research, there is a community here for you called IARIMOS so please join us on LinkedIn, go to the IARIMOS of Indigenous Management webpages, or reach out to any of the authors of this article.

And/or please continue to be a good 'ally'. We define 'allies' as non-Indigenous scholars who support the rights and distinctive approaches of Indigenous peoples and conduct, support, or otherwise facilitate, research into Indigenous approaches to management. In an article titled Allyship, that will appear in the Indigenous Management book, David Meharg and Leanne Cutcher from The University of Sydney expand this into three principles for allies and collaborators. The first principle is a concern for voice. Collaborators or allies not Indigenous to the community being studied or worked with, need to interrogate their positionality asking the reflexive questions, 'Should I be speaking?', 'How is it that I am speaking?' and 'Can we hear?'. The second principle is a commitment to truth-telling. Indigenous collaborators and those you are supporting need the space to tell their unacknowledged histories of colonization and the effects it has had on them. Non-Indigenous allies need to engage in 'deep listening' and acknowledge the ongoing impact of colonization and racism. The third principle is a willingness to privilege Indigenous worldviews, which for non-Indigenous collaborators, involves laying aside past ways of knowing and being open to Indigenous ways of knowing.

Third, stay aware of developments, and inform others of what your positionality enables you to see

The questioning or impingement of Indigenous rights and Indigenous management scholarship generally happens locally. So, if you see this happening in particular locations you are familiar with, please let us at IARIMOS and others in your networks know so we can help raise awareness and connect these cases to global efforts to stand against these things. And please find out more about IARIMOS 2025 in Naarm.

Together, and in these simple ways, we can continue to be allies to the Indigenous management movement and stand up for Indigenous rights.



MEET YOUR CMS DIVISION EXECUTIVE TEAM

DIVISION EXECUTIVE



PDW Chairs: Jennifer (Jen) Manning and Seray Ergene
Main Program Chairs: Marcus Gomes and Paulina Segarra
Division Chair Elect: Penelope Muzanenhamo
Division Chairs: Alexandra (Alex) Bristow and Ghazal Mir Zulfiqar
Past Chairs: Caroline Clarke and Richard Longman
Division Treasurer: Arturo Osorio
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Rep-at-Large: (Ethics and Inclusion): Vijayta Doshi
Rep-at-Large: (Communications - Social Media - Connect@AOM): Ann Sung-an Lee
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