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CMS NEWSLETTER

CMS is a Division of the Academy of Management

Editor's Note

BY KESHAV KRISHNAMURTY

In our November issue, we look back at Chicago in pictures, eat deep dish pizza and introduce new CMS executive members.

If you want to respond to a piece in the CMS Newsletter, contribute an article, issue a call for papers or a special issue, or just answer the Mystery Middle Page riddle, please get in touch with me at either keshav.krishnamurty@utoronto.ca or keshav.krishnamurty@iiml.org.



Life Pro Tip: Deep Dish Pizza is very filling. Don't order too much of it!

THIS ISSUE

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CMS DIVISION

PHOTO GALLERY





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PDW CO-CHAIRS UPDATE MARCUS GOMES & PAULINA SEGARRA



This year’s Academy of Management’s theme, “Innovating for the Future” was promising from the moment it was announced since it made us think further of ways in which Professional Development Workshops could inspire organizers and attendees to re-think the future not only of organizations but of CMS. It was really inspiring for us as PDW Co-Chairs to realize we had submissions from teams based all over the world.

Innovating management practices has become pivotal since all stakeholders expect organizations to prioritize ethical practices and social impact. This idea aligns with the core of CMS values since innovating for the future is not only about keeping pace with change but about shaping a better future for the community as a whole.

Thank you so much to everyone who submitted a PDW to the CMS division, to the organizers and the participants. This could not have been done without all of your hard work and interest in the division. We also want to thank our colleagues Alison Pullen, Ozan Alakavuklar and Fabio Prado-Saldanha for organizing the Doctoral and Early Career Consortium, which is one of the division’s favorite events, giving students and early career academics, not only an opportunity to reunite but to talk about their concerns and ideas with other academics.

We truly hope that all the conversations that were started in the program can turn into new projects and that attendees found a safe space to share concerns and meet like-minded individuals. We pass on the role of PDW Chairs to our colleagues Jeniffer Manning and Seray Ergene as we take over from Penelope Muzanhamo as Main Program Co-Chairs. We are sure that Jeniffer and Seray will develop a brilliant program together. Please do not hesitate to get in touch with them if you have any ideas you want to develop.

We are looking forward to our new role as Main Program Chairs and to reuniting with the CMS community in Copenhagen.

PDW Title	Organizers
The invisible Career Companion: Committing to Academia with physical health constraints	Anne Steinhoff, Richard Longman & Martyna Sliwa
Writing, Teaching and Publishing Critical Cases	Todd Bridgman, Nicholous Deal, Vicky Anne Lester, Elina Riivari, Fernanda Sauerbronn & Ellen Shaffner
Innovating for a Future of CMS	Ziyun Fan, Marta Calas, Mark Learmonth David Jacobs, Shelley Price, Belinda Zakrewska, Seray Ergene, Rafael Alcadipani & Alexandre Faria
Breaking the Managerialist Ice? Critical Management Education Through Conversational Card Games	Karryna Madison, Jonathan Robberts, Michelle Greenwood, Julie Wolfram Cox & Laura Visser
Unpacking Quality In Decolonising MOS Research	Nimruji Jammulamadaka, Alison Pullen, Shaun Denvor Ruggunan, Alexadre Faria, Abhoy Kumar Ojha, Pushkala Prasad & Ramya Tarakad Venkateswara
Innovating Research: Doing Methods Differently	Alex Bristow, Marco Distinto, Mariana Paludi, Alison Pullen & Ghazal Zulfiqar
Decolonizing Field Research in a Neoliberal Economy	Tathagata Bhowmik, Ram Mahalingam, Vijaya Doshi, Pankhuri Agarwal, Akhil S G & Poonam Barhoi
Innovating the Future (of Management Teaching): Psychoanalytic Perspectives on Anxiety and Defense	Carrie M. Duncan, Sara R.S.T.A. Elias, Nathan Gerard, Eda Ulus & Seth Allcorn



CMS DIVISION : NEW BEGINNINGS

JEN MANNING & SERAY ERGENE NEW PDW CO-CHAIRS

We first met at the 2017 Academy of Management in Atlanta where Jen was awarded the Best Critical Doctoral Dissertation and Seray received the Best Doctoral Student Paper award by the CMS division. Our PhDs were supervised by CMS founding members Marta Calás and Linda Smircich (Seray) and past CMS division executive Paul Donnelly (Jen), with Paul having been supervised for his PhD by Marta and Linda.

Seray received her PhD in Management in 2018 from the University of Massachusetts Amherst, where she also completed a graduate certificate in Feminist Studies, and Jen graduated from her PhD in 2017 from Technological University Dublin, where she also completed a graduate certificate in Higher Education Teaching and Learning. Both of our research is grounded in critical feminist work.

Seray draws on various critical perspectives to study current socio-ecological crises, including feminist new materialism and posthumanism, and environmental justice and racism scholarship. Her research appeared in various journals including *Organization Studies* and *Gender, Work, & Organization*, among others.

Jen employs a decolonial feminist lens to explore colonialism, hetero-patriarchy and capitalism in management and organisation studies and management education. Her work has been published in *Organization*, *Management Learning* and *Gender, Work & Organization*, among others.

We both serve on the editorial board of *Organization*. We are both passionate about connecting with our diverse community of critical management scholars and we look forward to working together as CMS division co-chairs. Together with the wider CMS leadership team, we aim to continue promoting the values of our diverse community and caring for this division space to be home to critical and activist scholarship in management and organization studies.



Jen is Irish and works in Maynooth University School of Business as Assistant Professor of Responsible Management



Seray is Turkish and works in the College of Business at the University of Rhode Island as Assistant Professor of Management



CMS DOCTORAL AND EARLY CAREER SCHOLAR CONSORTIUM 2024

FABIO SALDANHA, OZAN ALAKAVUKLAR AND ALISON PULLEN
EARLY CAREER & PHD INITIATIVES

After the recent end of hybrid AOM meetings, the opportunity to return to a fully in-person format in Chicago was eagerly anticipated by many in our community. Together with Fabio Prado Saldanha, Alison Pullen and Ozan Alakavuklar, we aimed to create a memorable and welcoming experience for all attendees. The Consortium's objective was to establish a safe space where doctoral students and early-career academics could engage in meaningful discussions with members of the executive team. At the outset of the session, we highlighted two primary goals: to foster a greater sense of community and to provide participants with facilitators who were open to answering any questions that came up during the discussions.

The session saw 7 Doctoral Students and 8 Early Career Academics (ECAs) register and some members of the CMS division. We selected our traditional roundtable format, which encourages richer discussions. A list of suggested topics was sent to the 20 registered participants, who responded by requesting coverage of specific issues, such as being an academic advocate, facing silencing by universities, finding a job that supports critical management scholarship, amplifying women's voices from the Global South in mainstream research publications, and the challenges and risks of developing innovative methodologies as an ECR, among others. Following a brief and warm introduction from the new Ph.D. & ECA Representative-at-large, Fabio, participants were invited to choose one of four discussion tables. :

Table theme	Facilitators
Engaging critical	Vijayta & Ozan
Teaching critical pedagogy	Ghazal & Marcus
First job and managing careers	Jen & Alex
Publishing	Richard & Paulina
Writing critically (dissertation)	Alison & Fabio

After 30 minutes, facilitators were encouraged to change tables, allowing participants to join a different set of facilitators and engage in fresh conversations. The final 10 minutes were devoted to sharing feedback from both facilitators and participants at each table. As in prior years, we offered one-on-one mentoring for ECAs who had requested it beforehand. We see this as an excellent chance to connect with experienced scholars who are willing to offer guidance and feedback beyond the Consortium itself. We extend our gratitude to this year's mentors:

Ghazal Zulfiqar, Alex Bristow, Jennifer Manning, Alison Pulle, Marcus Gomes, Vijayta Doshi, Fabio Prado Saldanha and Seray Ergene.

Feedback from participants was overwhelmingly positive, with many noting their enjoyment of the roundtable discussions and the depth of the exchanges that took place. Another highlight was the opportunity for participants to connect not only with the discussion leaders but also with fellow students and ECAs, helping them to expand their professional networks. Participants also expressed interest in organizing workshops throughout the year to present and discuss their working papers, and we are currently designing a format to meet this request. We are grateful for all the suggestions provided for next year, which we will consider as we plan future events for doctoral students and ECAs.

The Consortium proved to be an incredibly enriching experience for both attendees and facilitators. We all learned from each other's experiences and connected with new colleagues from across the globe. We look forward to continuing this experience in Copenhagen in 2025, where we will explore fresh approaches to staying critical while fostering innovation for the future.

Before then, however, our division is excited to join the Ph.D. Resource Fair organized by doctoral students at the University of Alabama for the Academy of Management Student Community. This virtual event will take place on November 8th from 9:00 am to 11:00 am CST via Zoom and will be a valuable opportunity for Ph.D. students eager to learn more about our division and the resources available to them.



CMS DIVISION

MARKE KIVIJÄRVI REPRESENTATIVE AT LARGE, MEMBERSHIP AND OUTREACH

Marke Kivijärvi is a Senior Lecturer in Management and Leadership at Jyväskylä University School of Business and Economics, Finland. Marke is the incoming Representative-at-large (Membership and Outreach). In her role, Marke supports the CMS Division's membership base. She is also organizing the Dark Side Case Competition that encourages the development of critical teaching cases around the downsides of business. Marke is looking forward to your case submissions for the 85th AOM in Copenhagen, Denmark (for more details see call for case submissions that also appears in this newsletter).

Marke has been involved in the critical management studies research community since participating to student-led International Doctoral Consortium (IDC) at Saint Mary's University Halifax, and she cherishes the warm memories and continues to nurture the great scholarly networks built at the event.

Marke's primary research interest lays in the study of power relations, focusing on gender and postcoloniality, among other. Marke was the PI for the project '(No)Space for Feminism? Gender and Postfeminist Sensibilities in Male-Dominated Organizations', funded by the Research Council of Finland (2018-2022) that examined gender relations in the video game industry. Marke continues to address gender inequalities embedded in digital game production. Additionally, she is currently involved in two research projects that examine (ir)responsible organizing of education export and the social sustainability of high-performance sport.

Marke's work has been published in journals including *Organization*, *Journal of Business Ethics*, *Equality, Diversity and Inclusion* and *Qualitative Research in Organizations and Management*, among others. She received her PhD from the University of Eastern Finland in 2013. Marke wishes to help create more inclusive and sustainable workplaces through her research. You can reach out to Marke via e-mail at marke.t.kivijarvi@jyu.fi



DARK SIDE XXIV: AOM CMS DIVISION'S CASE WRITING COMPETITION

MARKE KIVIJÄRVI
COMPETITION ORGANIZER
JYVÄSKYLÄ UNIVERSITY SCHOOL OF BUSINESS
AND ECONOMICS, UNIVERSITY OF JYVÄSKYLÄ,
FINLAND

2025 Dark Side Case Competition: Call for Submissions

Deadline for Case Submissions is Tuesday 07 January 2025, via the AOM submission center (the submission center opens in December 2024).

IMPORTANT: When submitting the case, the first three words of the PAPER TITLE must be 'DARK SIDE CASE:' – followed by the title of the teaching case, e.g. DARK SIDE CASE: TITLE OF THE CASE.

The Critical Management Studies (CMS) Division of the Academy of Management (AOM) is pleased to sponsor the Dark Side XXIV Case-Writing Competition. Now in its 24th year, the Dark Side Case Competition is designed to encourage and acknowledge the development of teaching cases that provoke reflection and debate on the complexities surrounding organizations and management. Case submissions are encouraged to examine and bring to light the downsides of business that often remain hidden. Unlike mainstream cases, critical cases constitute a fundamental challenge and radical alternative to mainstream corporate and management conceptual frames, mental models, values, paradigms, practices, processes and systems. The competition is sponsored by Routledge. The award to the best case is a recognition certificate and a credit on Routledge books.

RATIONALE:

Business and management school case libraries are almost exclusively devoted to “best-practice” cases profiling business decisions faced by what are generally considered to be well-managed firms. The cupboard is relatively bare when instructors look for cases involving more typical, “just average” firms, or truly outrageously bad practices, or the sometimes damaging consequences of much-vaunted practices. We challenge this “bright side” bias for several reasons:

- “Dark side” cases can tell us a great deal about weaknesses of the broader system of business and of our society;
- There are many organizations that do very well for one set of stakeholders (e.g., owners) at great expense to other stakeholders (e.g., employees, local communities, nature); and
- Our students deserve materials that urge and support them to consider possible and appropriate actions if they are confronted with such practices, encourage them to explore organizations interconnectedness with complex socio-political issues from multiple perspectives, and support their development as responsible managers and experts.

Contrary to dominant pedagogical and case writing imperatives, critical management scholars believe that teaching cases should provide a dimension of critical evaluation of business practices through the exploration of a wide range of perspectives that extend beyond the views and interest of management and ownership, and beyond the isolated goal of profit generation. Critical cases are an opportunity for students to challenge and imagine alternatives to mainstream objectives of contemporary capitalism rather than just reproduce them



DARK SIDE XXIV: AOM CMS Division's CASE WRITING COMPETITION (Continued)

.TOPICS & CRITERIA:

Submissions to the Dark Side Case Competition are invited from within and outside academia: faculty, students, those working in industry, activists, or anyone else who has experience or research to write up. We are looking for teaching cases – not research papers about case studies or otherwise. Our goal is to encourage the development of first-rate classroom materials that generate discussion around “dark side” issues in the context of contemporary capitalism and management theorization. Our goal is also to force the case method to be more than a narrow, instrumental managerial perspective, nourishing the exposure of students to critical reflections on management and organizations theories and practices.

We encourage submissions examining a range of organizational and social issues including, but not limited to:

- .Cases focused on labor relations – instructors in this area are especially eager to see cases that raise issues about the difficulties workers encounter in organizing unions and otherwise expressing voice at work.
- .Cases focused on environmentally harmful practices – we need to understand better the factors that entice firms to pollute, and how these conditions might be changed. Further, we need to pay attention to the consequences of these practices more broadly, such as the exploitation of indigenous people's homelands.
- .Cases that explore experiences of gender, race, religion, sexuality, class, and the deep structures of power that marginalize, oppress and silence individuals and groups.
- .Cases that deal with more systemic issues that are affected directly and indirectly by organizations, including rising social, economic and development inequalities inside and between countries, unfolding of colonialist interventions, tax evasion strategies, increasing corruption, and refugee crises.
- .Cases that articulate real-world effects of the assumptions, values, and theoretical and organizational systems of our current capitalist paradigm and offer alternative ways of seeing and being (for example, based on indigenous, spiritual, human rights, or other perspectives).

- .Cases that examine “other” forms of organizations and organizing, motivated by diverse values and ways of knowing and thinking.
- .Cases that examine the paradox of technology as an element of our environment that enables and constrains individuals.

We would like also to encourage participants to use innovative pedagogies and teaching formats in their cases, such as DRAMA, MUSIC, ROLE PLAY, VIDEOS, VISUAL ARTS etc.

If cases have previously been presented in a public forum such as online case collections, submissions should list these fora and provide a link to any online resource. While we believe that cases are different from scholarly papers and benefit from development through iteration, we are looking for innovation in both content and approach.

The award selection criteria include:

- .The relevance of the issues raised from a critical standpoint.
- .The use of a strong critical theoretical background which provides an alternative to mainstream management analyses.
- .The quality of the underlying research – we encourage solid background research consistent with the nature and purpose of the case.
- .The quality of the presentation (including clarity of the writing; organization, appropriate use of exhibits, tables, appendices etc.).
- .The originality of the pedagogical supports (videos, visual arts, or poetry for example).
- .The quality and utility of the accompanying teaching notes (guidelines follow).

DARK SIDE XXIV: AOM CMS Division's CASE WRITING COMPETITION (Continued)

All submissions should include a teaching note, which should include:

- A synopsis of the case.
- A statement describing how/why the case is a critical case.
- A brief description of the research behind the case.
- Suggested courses including course level (undergrad/grad) and course type [Policy, OB (Organizational Behavior), OT (Organization Theory), MIS (Management Information Systems), Labor Relations, etc.].
- A clear connection to a critical theoretical framework and strong academic literature to analyze the case.
- A guide of questions that make explicit the issues raised by the case and the importance of these issues from a critical perspective. Suggested answers should be included, and the answers to the guide questions should draw out managerial and organizational implications of the situation and of the recommended plan(s) of action, as well as generating some discussion on how the case relates to relevant theories.
- A suggested teaching plan (including practical issues like organizing the size of class and time allocation).
- Reference list of related readings and data sources.
- A case update or epilogue, if available.

Please note that the "Best Case award" will go to the Best Case Study – not to the worst offender! The results of the previous years of the competition are posted at the CMS website (<https://cms.aom.org/awards/new-item3>) and are also available at the Dark Side Case Book Series published by Greenleaf (2009; 2013) and Routledge (2018, 2024 forthcoming).

PRACTICALITIES OF SUBMISSION:

The Dark Side Competition forms part of the CMS Division's Scholarly Program. Participants must:
-submit their case as a 'PAPER' via the AOM submission system, following the main program deadline.

IMPORTANT: The first three words of the PAPER TITLE must be 'DARK SIDE CASE:' – followed by the title of the teaching case, e.g. DARK SIDE CASE: TITLE OF THE CASE.

DO NOT include any IDENTIFYING INFORMATION and contact details on the case pdf file to be submitted in the system.

Entries to the competition will be reviewed by an international panel of reviewers and based on the reviews, the competition organizers will select up to 5 finalist cases to be presented at the AOM Annual Meeting. Entries to the competition will be judged entirely on the written material provided by authors. The presentations at the paper session will not form part of the competition process but will allow the case writers the opportunity to discuss, refine and develop their cases for future publishing outlets.

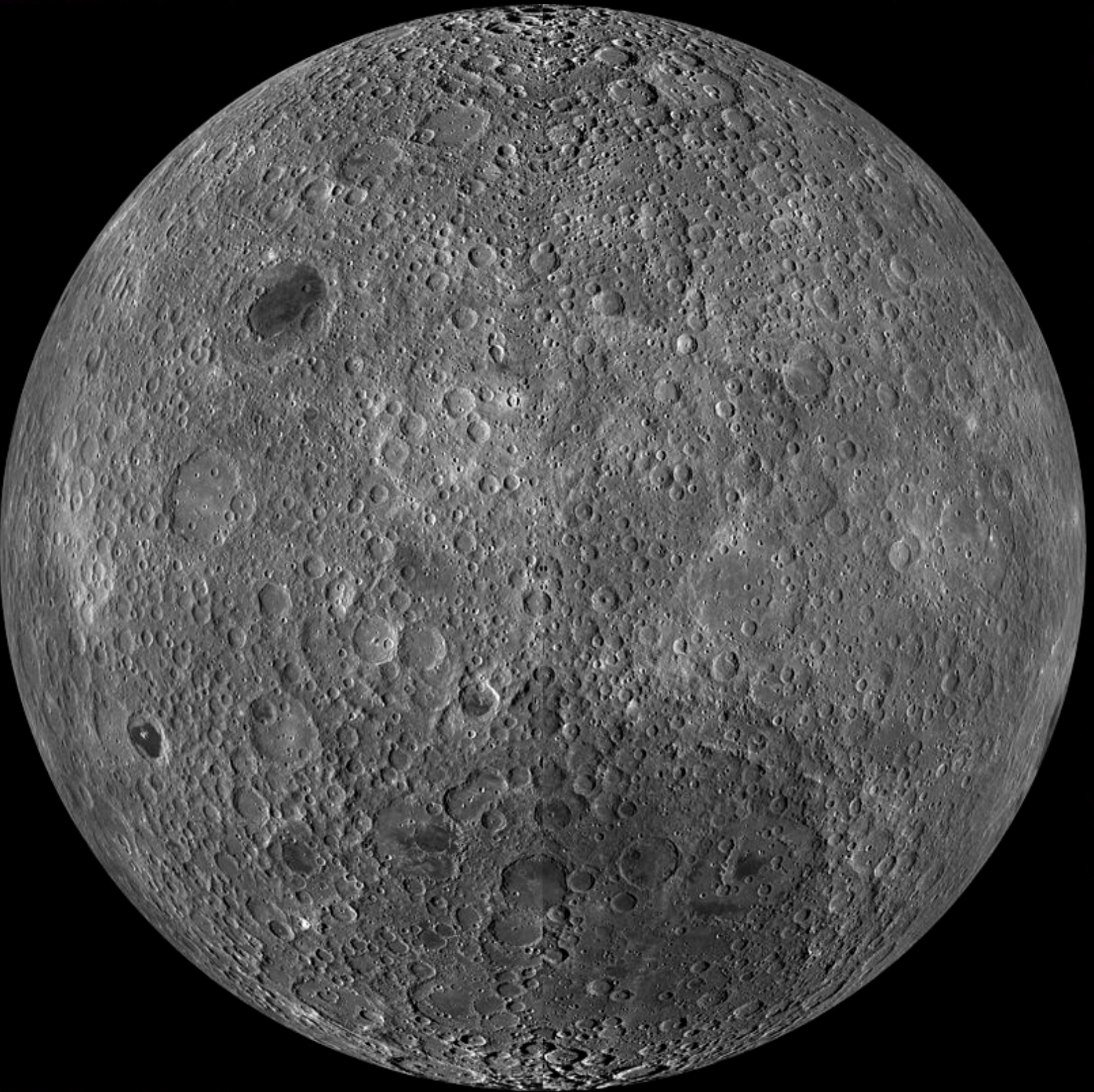
Authors of the finalist cases will present them at the Dark Side Case Session in the 2025 CMS Division's main scholarly program. From the finalists, one entry will be selected for the "Best Case Award" that will be announced at the CMS Business Meeting.

Please be aware that SUBMITTING a case to the competition constitutes a COMMITMENT to ATTEND AOM 2025 Conference to PRESENT at the Dark Side Case Session AND that such participation will not break the rule of 3+3 from the conference requirements (see here for details: <https://aom.org/events/annual-meeting/submission/submission-process/submission-guidelines>)

The award to the best case is a recognition certificate to authors and a credit on Routledge books. All finalist cases will receive recognition certificates. Winners and finalists may even have the opportunity to publish the case in a potential new edition of the Dark Side book series in the coming years.

Inquiries should be addressed to the 2025 competition organizer, Dr. Marke Kivijarvi at marke.t.kivijarvi@jyu.fi.

MYSTERY MIDDLE PAGE: What's the hidden joke involved with this image? Email the editor if you have an answer. No prizes, just bragging rights!



EARLY CAREER SPOTLIGHT

REN LOVEGOOD

UNIVERSITY OF MASSACHUSETTS BOSTON



Ren Lovegood (they/them) is a 2nd year PhD student in the Organizations and Social Change program at UMass Boston. Their research focuses on conceptualizations of care & relational reciprocity, disability & human rights, business history, and the evolution of the meaning of work. These interests are motivated by Ren's lived experience as a legally blind, multiply disabled member of the LGBTQ+ community. They strive to acknowledge the complexities and intersectionality associated with studying disability as a multi-dimensional, nuanced experience. Ren's professional roles have spanned the public education, healthcare, hospitality, and non-profit sectors. They are a current Student Representative to the Health Care Management Division of AOM.

In my PhD program application, I wrote: "When we understand our current organizational and social systems as imagination come to life, we can choose to witness organizational challenges as an invitation to devise an alternative reality rooted in collective liberation, justice, equity, and inclusion. Organizations are only "good enough" if we choose to abandon the measureless bounds of their unexplored potential... Our organizations were imagined into existence by individuals who leveraged their personal beliefs within the context of power and privilege to intentionally design systems cementing white, cis-gendered, heteronormative, ableist, and misogynistic domination within our society. Oppression has been historically interwoven into leadership behavior and continues to be upheld within the contexts of long-standing societal class systems today (Contu, 2020). I believe it is necessary to view organizations as inherently broken, meaning they require unrelenting criticism and never-ending re-imagination."

My journey to academia is deeply intertwined with my lived experiences as a non-binary, queer, and disabled person. The intersection of my identities has profoundly influenced my understanding of organizational oppression and equity.

When I began to lose my vision in 2020, I faced a transformative realization about my place in the world and the systemic barriers that hinder marginalized individuals. I found myself inhabiting spaces that can only be described as in between. Both not disabled enough and too disabled; not queer enough and too queer—simultaneously too much, and not enough (Baldrige & Swift, 2013). I came to understand how organizations are their own embodiment of entrenched inequities, reflecting a broader societal narrative that prioritizes non-disabled, white, heteronormative standards (Acker, 2006; Gérard et al., 2024).

My poem, "Ode to the Liminal," attempts to echo the complexities of identity and the struggle against oppressive systems for those relegated to the status of "other". When coupled with theories of embodiment, these perspectives enhance understanding of how individuals navigate their identities within organizational hierarchies and professional contexts (Bell & Willmott, 2020; Dale & Latham, 2015; Mandalaki & Fotaki, 2020). This multidisciplinary approach facilitates research that challenges to conventional assumptions surrounding labor and care.

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EARLY CAREER SPOTLIGHT (continued)

REN LOVEGOOD

UNIVERSITY OF MASSACHUSETTS BOSTON

Through mobilizing my own embodied writing as an exploration of praxis, I leverage my craft to engage in resistance against methods of marginalization employed by organizations (Bell & Willmott, 2020; Hein & Ansari, 2022; Seo & Creed, 2002)

In this work is embedded a responsibility to produce research that not only critiques existing social structures but also offers pathways for transformational organizational change.

I am currently exploring the boundaries of a wide range of methodological approaches, including autoethnography, microhistory, archival analysis, narrative inquiry, and somatic methods. These research methods are uniquely positioned to illuminate the micro-level voices of marginalized individuals while highlighting their contributions to macro contexts in ways often overlooked by traditional management scholarship (Bansal et al., 2018; Buchanan & Bryman, 2007; Creary & Locke, 2022; Hargadon & Wadhvani, 2023; Huber, 2024). The creative applications of these analytical strategies may uncover new (or forgotten) epistemological and ontological knowledge that contributes to dismantling taken-for-granted colonial systems of inequity (Decker, 2013; England et al., 2002).

My first published work explores the historical evolution of disability employment and advocates for a more nuanced understanding of the meaning of work that embraces the diverse experiences and abilities of those whose labor has been historically devalued in our capitalist market (Lovegood & Dorado, 2025).

A single authored chapter focused on ableism and the digital divide in management education was recently accepted for publication. Additional in process works explore a history of the rehabilitation profession, the link between physician identity and mental health, and the connection between disability subminimum wage and labor valuation. As I continue along my PhD journey, I remain committed to challenging oppressive systems, advocating for change, illuminating forgotten histories, and building communities of care within and beyond academia. The path ahead is one of critical inquiry, collective healing, and reimagining possibilities for a more just and equitable future—I look forward to walking it alongside you.



EARLY CAREER SPOTLIGHT (continued)

REN LOVEGOOD

UNIVERSITY OF MASSACHUSETTS BOSTON

.Ode to the Liminal

An ode to the liminal—

Where bodies, souls, and flesh stretch,
To dwell beyond classification.
Branded deviant, irreconcilable, unworthy,
Your very essence defies the rigid binaries,
And neat labels that seek to name you.

Marked as "other"—

Less valuable, less human,
Yet somehow too much, too loud—
Overflowing the narrow confines of decency.

Within the corridors of institutions,

These suffocating factories of normalcy,
Your fierce defiance of fixed truths,
Challenge enduring regimes of power.

You resist performing the roles,

Cast upon you in this imperial theatre,
Where colonialism, heteronormativity,
capitalism,
Take center stage as stars—
And we are tasked with applauding,
Our own subjugation.

From radical, queer, and insurgent sparks,

We breathe change—
And fill the spaces between with meaning.
Watch as these systems tremble,
At the power in our liminality.

We are a radiant revolt,

A mosaic of vibrant fragments,
That fracture flawless illusions,
Of what it means to belong.

We are the radical reimagining,

Of a future converging from the margins.
Born from our becoming,
As we lead ourselves home.

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CMS DIVISION

ANN SUNG-AN LEE (SHE/HER)
REPRESENTATIVE-AT-LARGE, SOCIAL MEDIA



I have a diverse educational background, with a BA in Literature and Cultural Studies from Duke University, an MBA from UNC-Chapel Hill Kenan-Flagler, and an MA in Education from Harvard University. I also founded a Norwegian hospitality group that has launched 18 venues over the past decade.

My restaurants include Koie Ramen, Norway's first authentic ramen chain, and La Mayor, a Mexican fine dining restaurant nominated for the Global Culinary Award for two consecutive years, also recognized by TimeOut and TIME Magazine as one of the top global openings of 2021. Gressholmen Kro was featured in The Telegraph and a VisitOslo documentary, while my Carolina-style BBQ joint, Way Down South, received Bartenders' Choice Award nominations and was named one of Eater's "10 Hottest Restaurants in Norway."

Entrepreneurship is in my blood. As a third-culture kid (TCK), I grew up between the Rust Belt, Japan, and the American South before moving to Norway. While my business education gave me a strong suit of cognitive skills, the lessons I learned in building my own company as an immigrant woman were never taught. Six years ago, when I began teaching Negotiations and Entrepreneurship at BI Norwegian Business School myself, I found entrepreneurship education lacked models to address challenges for minority entrepreneurs, such as issues of access, representation in the curriculum, role models and mentors, financing restraints, and discrimination.

These questions have led me to be a current, "mature" first-year PhD student at Bayes Business School (I am a former PhD drop-out in Critical Theory, so it is wonderful to return to my philosophical roots!) My research explores inequalities in entrepreneurship, from entrepreneurship education, to women and immigrant entrepreneurs. My motivation is to develop a deeper understanding of the systemic disparities in the entrepreneurial landscape. I am grateful for this opportunity as a Rep-at-Large to engage with the AOM CMS scholars at the forefront of this discourse.



BEST CRITICAL DOCTORAL AWARD 2024

ALEXANDRA BRISTOW AND GHAZAL MIR ZULFIQAR
CMS DIVISION CO-CHAIRS

The year 2024 saw record numbers of submissions to our Best Critical Doctoral Award competition. Not only so, but many submissions were of exceptionally high quality, with nearly 40% of reviewers recommending the doctoral work they reviewed for the award. This bodes extremely well for the future of the CMS division, as we have an inspirational generation of new scholars rising among us and joining our community. These scholars are engaged in timely, societally crucial, and imaginative research that has much potential to make a difference.

The strength and diversity of the entrants is inspiring, but also made our work of selecting winners rather difficult. In the end, we decided to award a record number of prizes: two joint winners, two runners up, and five high commendations. The table on the next page details the nine awardees.

The winners received a prize sponsored by Organization and a two-year subscription to the journal provided by SAGE. All awardees received a certificate recognizing their significant achievement, and this year for the first time will be offered a developmental session with Organization editors to discuss turning their doctoral work into an article submission for the journal.

The new awardees are joining the ranks of past winners of this long-running competition who are featured on the [Division website](#).



Outstanding in every way: Mary Beth Doucette (Left) and Anne Steinhoff (Right) receive their certificates from Ghazal Mir Zulfiqar

BEST CRITICAL DOCTORAL AWARD 2024 (LIST OF AWARDEES)

Mary Beth Doucette Shannon School of Business, Cape Breton University	Two-Eyed Critical Sensemaking: An integrative approach for studying post-TRC organizational change	Winner
Anne Steinhoff Essex Business School	Performance-based practices and coeliac disease: an analysis of the lived experiences of employees in intellectual labour in the UK	Winner
Victor A. Perez Moraga University of York	The leaderful qualities of matterly encounters: How does leadership emerge, unfold, and entangle with creativity and play at work? A new materialist examination in a UK-based creative micro-business firm	Runner Up
Costanza Sartoris Ca' Foscari University	Organizing in more than human worlds: Three studies on humans organizing with plants	Runner Up
Rusha Das Indian Institute of Management Ahmedabad	Changes In Environmental Impact Assessment (EIA) Regulation In India: Exploring The Political Dynamics From A Neo-Gramscian Perspective	Highly Commended
Margie Lee Monash University	Burnout, Recovery and the 'Missing Middle': Towards an Organisational Theory of Fallout	Highly Commended
Elise Lobbedez Essex Business School	Resistance Movements Under Repression: An Ethnography of the Yellow Vests' Responses to Sanctions and Pushback	Highly Commended
Magdalena Oldziejewska Essex Business School	The Art of Herstory Keeping: The Feminist Library's Materialities and Organisational Practices	Highly Commended
Birgit den Outer Oxford Brookes Business School	Delivering more than security service: narratives of professional identity in the UK private security industry	Highly Commended

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
Rep-at-Large: (Membership and Outreach): Marke Kivijärvi
Rep-at-Large: (Ethics and Inclusion): Vijayta Doshi
Rep-at-Large: (Communications - Social Media - Connect@AOM): Ann Sung-an Lee
Rep-at-Large: (Communications - Newsletter): Keshav Krishnamurty
Rep-at-Large: (Early Career and PhD initiatives): Fabio Prado Saldanha
Division Volunteer: Katherine Parsons







Critical Management Studies

A Division of the Academy of Management