

GIMSIG NEWSLETTER 2018/01

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Welcome to the GiMSIG newsletter!

Welcome to the first edition of the GiMSIG newsletter! As an exciting new chapter of the GiMSIG begins, I wanted to send a message that conveys the importance of coming together as a scholarly community to keep pushing the analytical boundaries that help us to scrutinise and understand better what happens in work, management and organisations using a gender lens in all the diversity this implies. It is important to contextualise this newsletter within the three key objectives of the GiMSIG:

- 1) To promote gender and diversity scholarship within the academy by sustaining and raising the quality of international, interdisciplinary and cross-cultural research produced in the field, as well as to act as a forum for the development and dissemination of an integrated body of management knowledge and serve the interests of policy makers, practitioners and scholars in the field.
- 2) To build collegiality and encourage collaboration of those engaged in gender scholarship by providing a supportive environment where both new and established academics share and develop ideas.
- 3) To support personal and professional development of its members by acting as a forum where members exchange ideas and information around topics related to gender and diversity management to support their personal and professional development.

As a work in progress that we craft as a community, the newsletter will become what members of the GiMSIG make of it. The newsletter editors and I have the vision of the newsletter being an informative as well as a transformative tool to help to advance the objectives of the GiMSIG. Informative in the sense that it will keep us up to date with what others are doing as well as with relevant opportunities available for our scholarly community, and transformative in the sense that it will help us to foster a space for meaningful dialogue to advance our field. We welcome your contributions, comments and ideas!

Jenny K Rodriguez
Chair of the GiMSIG

Awards

Richard Whipp Lifetime Achievement Award to Professor Ruth Simpson and Professor Susan Vinnicombe

It is especially meaningful to start off the newsletter at a time where the GiMSIG has had a brilliant year of inspiring successes. At the 31st British Academy of Management conference at the University of Warwick Professor Ruth Simpson and Professor Susan Vinnicombe were each presented with the Richard Whipp Lifetime Achievement Award.



Picture from left to right: Ruth Simpson, Anne Whipp and Susan Vinnicombe, Photo: BAM

The Richard Whipp Lifetime Achievement Award is made in memory of Professor Richard Whipp, an outstanding scholar in the field of business and management and former Chair of the British Academy of Management. The purpose of the Award is to acknowledge the course of a career within the management field where the beneficiary will have done one or more of the following: enhanced a field of study, founded or effectively led a major national / international academic initiative or provided unusually effective service to a major professional institution and/or the Academy.

Further Information: <https://www.bam.ac.uk/news/richard-whipp-lifetime-achievement-award-winners-announced-bam2017-conference>

Best Paper at BAM2017 – Gender in Management Track

Best Full Paper



Corina Sheerin's and Margaret Linehan's Paper on the topic of Gender Performativity and Hegemonic Masculinity was awarded as the "Best Full Paper" of the Gender in Management Track.

The paper can be accessed by BAM members, following the link: [Gender Performativity and Hegemonic Masculinity: The Irish Investment Management Sector](#)

Best Developmental Paper



Asmahan Ibrahim Alsalman's paper on the experiences of women academics in Saudi Arabia was awarded as the Best Developmental Paper of the Gender in Management Track in the BAM 2017 conference.

The paper can be accessed by BAM members, following the link: [The Experiences Of Women Academics In Saudi Arabia](#)

Other Awards



Elisabeth Anna Guenther was awarded the Gabriele Possanner Förderungspreis by the Federal Ministry of Science, Research and Economy (BWF) of Austria for scientific accomplishment in gender studies on 15th of December 2017.

Innovation in Teaching

Masterclass in Resilience and Wellbeing taught by Dee Gray

Over 5 years, Dee Gray developed her masterclass on resilience and wellbeing, which was successfully taught at the Institute of Healthcare Improvement/British Medical Journal International conference in Kuala Lumpur, and is now invited to the MicroFestival Conference in Sweden in 2018.

The masterclass introduces key concepts that combine salutogenesis (Anontovsky, 1979) and the power of return in resilience (Gray, 2017), and brings participants into the experience of sense making. According to Dee Gray, participants trust the process because of the robust evidence and because the teaching team is adept at creating psychologically safe environments for stressed people to talk. Participants leave with new knowledge, and a new way of communicating stress that builds team coherence. The terminology is strength based, rather than 'toughness', so succumbing to stress is not seen as a weakness, it is a point of growth and potential.

Further information: www.grays-learning.co.uk

New book

Lewis, P., Benschop, Y., Simpson, R. (ed.) 2018: Postfeminism and Organization.

Description by the publisher:



This edited book inserts postfeminism (PF) as a critical concept into understandings of work and organization. While the notion of PF has been extensively investigated in cultural and media studies, it has yet to emerge within organization studies - remaining marginal to understandings of work based experiences and subjectivities. Understanding PF as a discursive cultural context not only draws on an established epistemological orientation to organizations as discursively constructed and reproduced but allows us to highlight how PF may underpin and be underpinned by other discursive regimes

This book, as the first in the field, draws on key international authors to explore: the contextual 'backdrop' of PF and its links with neo-liberalism, transnational feminism and other hegemonic discourses; the different ways in which this backdrop has infiltrated organizational values and practice through the primacy attached to choice, merit and individual agency as well as through the widespread perception that gender disadvantage has been 'solved'; and the implications for organizational subjectivity and for how inequality is experienced and perceived.

This book introduces postfeminism as a critical concept with contemporary importance for the study of organizations, arguing for its explanatory potential when:

- Exploring women's and men's experience of managing and organizing;
- Investigating the gendered aspects of organizational life;
- Analysing the contemporary validation of the feminine and the associated feminization of management/leadership and organizations;
- Tracing the emergence of new femininities and masculinities within organizational contexts.

The book is ideal reading for researchers working in the area of Gender and Organization Studies but is also of interest to researchers in the areas of Cultural Studies, Media Studies, Women's Studies and Sociology. Further information: www.routledge.com/9781138212213

Call for Papers

Special issue call for papers from Gender in Management: Theorizing Butler: Performance and Performativity in the 21st Century Labour Market

Deadline for submissions: 28.02.2017

Call: http://www.emeraldgroupublishing.com/products/journals/call_for_papers.htm?id=7507

Initial queries can be directed to the Guest Editor, Dr Corina Sheerin at corina.sheerin@ncirl.ie.

Deadline for submissions: 28.02.2017

Call: <https://www.bam.ac.uk/bam2018-track-summary>

Gender in Management Track

Track Chair: Adelina Broadbridge, Corina Sheerin

Women and men experience the workplace differently. Despite legislation and equal numbers of women and men in the workforce, gender inequalities persist. This track focuses on research into the comparative experiences of women and men, or studies which focus on women or men because of the specific issues they encounter.

We welcome full and developmental papers, and symposium proposals, that cover any issues directly related to gender and management, including, but not limited by the following themes:

- Cross Cultural Research - International issues in gender and management;
- Management and Leadership - style and implications;
- Entrepreneurship - factors of success and failure;
- Work/Life Balance and issues of flexibility - policy and practice;
- The intersections of work and the family;
- Diversity and the construction of difference - impact and implications;
- Organizational Culture - discrimination and effects;
- Formal and Informal Organizational Policies - impact and practice;
- Organisational Behaviour - Discrimination and industry specific features;
- Career Issues - Management and Development;
- Managerial Identity - definitions and discourse.
- Gender and emotions - discourse and practice.
- Sexual politics, harassment and discrimination
- Intersectionality issues
- Theoretical developments
- Feminist research methodologies

New and young scholars with 'work in progress' papers are welcomed as are papers of a cross cultural, transnational and interdisciplinary nature. Authors of selected refereed papers will be invited to submit their papers for publication in a special issue of Gender in Management: An International Journal.

Further calls

Annual diversity workshop at Copenhagen Business School on 8-9 May 2018

Submission Deadline: 01.03.2018

Further information: <https://www.cbs.dk/forskning/institutter-centre/arrangementer/call-papers-performative-diversity-critiques-struggles-possibilities>

Equality, diversity and inclusion conference, Montreal 16-18 August 2018

Submission Deadline: 30.04.2018

Further information: <https://www.edi-conference.org/index.php>

Opportunities

PhD GTA Funded Studentship in "Women workers' experiences in the gig economy: security, flexibility, labour process and pay/conditions"

The successful candidate will investigate women workers' experiences, including issues of security, flexibility, labour process and pay/conditions within the gig economy. What are the processes through which women workers manage their productive and reproductive labour within this 'flexible' mode of employment? How can an intersectional perspective inform our understanding of women's agency and constraints within a polarised labour market? To what extent do existing regulatory mechanisms respond to the challenges posed by changing contemporary landscapes of employment? Applicants with a background in sociology, industrial relations, business studies, labour geography and gender studies are all eligible to apply. We also welcome applications from candidates with postgraduate qualifications who have experience in relevant practice environments.

Relevant dates:

- Closing Date: 26 February 2018
- Interviews: Week commencing 19 March 2018
- Start date: 3 September 2018

More information, please go to: <https://www.findaphd.com/search/ProjectDetails.aspx?PJID=94154>

Contact person: If you would like to discuss your application, please contact Dr Sundari Anitha (sanitha@lincoln.ac.uk)

Contributions to next GIMSIG Newsletter

Please submit your news for the next newsletter until 30.04.2018 to gimsig.news@protonmail.com.

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Share your news

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In our pursuit to create a supportive network, we would like to invite you to submit a short story/article/ announcement related to your recent activities and accomplishments. A potential rubric for contribution is given below (the list is not exhaustive).

- awards or other accomplishments
- call for action, strategies to intervene, examples of (fun/creative) interventions
- call for papers, call for contributions
- forthcoming events
- grant application success
- innovation in teaching methods
- new appointments
- new research centers
- new / interesting publications (papers, books, podcasts, blog-entries)
- progress on ongoing and newly launched research projects
- vacancies
- and any other news that you wish to share with the community.

If you have any news you would like to share, send it to gimsig.news@protonmail.com.

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Engage in a discussion

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We propose to showcase and highlight our collective expertise through addressing important topics. To this end, we will invite members to write or share short blog entries, which we then would also distribute via the newsletter and put on our new blog which is currently under development.

At this point, we would like you to send us your ideas for topics that are important but transcend the daily news cycle, such as e.g. gendered aspects of the REF, thinking beyond the binary or decolonizing management. We are happy for any suggestions you have. Please send them to gimsig.news@protonmail.com.

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And then?

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We aim to send out the newsletter four times a year, in February, May, August and November. The deadline for contributions is the last day of the month preceding each newsletter (i.e. 31 January., 30 April, 31 July and 30 October).

Please feel free to contact us if you have any queries. We are looking forward to receiving your comments, ideas, and contributions.