

Dean's Research Excellence Award. Isenberg School of Management. University of Massachusetts, Amherst. 2010

College Teaching Award. Isenberg School of Management. 2009

Martin J. Whitman Distinguished PhD Alumni Award in recognition of outstanding professional contributions from Syracuse University 2008

Sage Award for Distinguished Body of Scholarship. Presented by the Gender, Diversity & Organizations Division of the Academy of Management. August 2006.

Ruffin Fellow in Business Ethics. Olsson Center for Applied Ethics, Darden School of Management, University of Virginia, Charlottesville, VA December 1990

National Science Foundation grant (P.I.) for the project "The Relationship of Feminist Theories to the Ethics and Values of Organization Science," with M.B. Calás and R. Keele, 1989-91

Dorothy M. Harlow Award, Best Paper Women in Management division, "Using the 'F' Word: Feminist Theories and the Social Consequences of Organizational Research". Academy of Management, with M.B. Calás, 1989

EDITORSHIPS

Founding Editor. ORGANIZATION: The Critical Journal of Organization, Theory & Society . Member of founding editorial team 1993 with Gibson Burrell, Mike Reed and Marta Calás.

Editor 1993-2004 with Gibson Burrell, Mike Reed, Marta Calás
Editor 2005-2009 with Glenn Morgan, Martin Parker, Marta Calás.
Editorial Advisory Board 2010-present with Gibson Burrell, Marta Calás, Mike Reed, Glenn Morgan, Martin Parker, Robyn Thomas, Craig Pritchard.

Guest Editor, Gender, Work & Organization (with M Calás, J. Tiernari, C. Ellehave) Special Issue on "Gender & Ethnicity" Published May 2010.

Guest Editor, Scandinavian Journal of Management (with M. Calás, C.Ellehave, C. Holgersson) Special Issue on "Diversity Management? Translation? Travel?" Published December 2009.

Co-editor, Gender, Work and Organization (1993-1996)

Guest Editor Academy of Management Review (with M. Calás & G. Morgan) Special Issue on "New Intellectual Currents in Organization and Management Theory" Published July 1992.

Guest editor: Administrative Science Quarterly (with Paul Hirsch & Mariann Jelinek) Special issue on "Culture and Organizational Analysis", Published September 1983.

PUBLICATIONS

Edited Books

Calás, M.B. and Smircich, L. (Eds.) (1997) Postmodern Organization and Management Theory. Aldershot, UK: Dartmouth Publishing Co.

Smircich, L. and Calás, M. (Eds) (1995) Critical Perspectives on Organization and Management Theory Aldershot, UK: Dartmouth Publishing Co.

Articles and Chapters

Calás, M. B., Ergene, S. & Smircich, L. (forthcoming). "Becoming Possible in the Anthropocene? Becoming-socialentrepreneurship as Postcapitalist/postanthropocentric Practice." In P. Dey & C. Steyaert (eds.), Social Entrepreneurship: An Affirmative Critique. Cheltenham, UK: Edward Elgar: 264-293.

Ergene, S., Calás, M.B., & Smircich, L. (Forthcoming, available online, accepted for publication March 2017), "Ecologies of Sustainable Concerns: Organization Theorizing for the Anthropocene," *Gender, Work & Organization*. Special Issue on 'Gendering sustainability, the environment and organization'.

Calás, M.B., Smircich, L. & Ergene, S. (2018) "Postfeminism as New Materialisms: A Future Unlike the Present?" In Patricia Lewis, Yvonne Benschop, & Ruth Simpson (Eds.) Postfeminism and Organization, Routledge: 197-228.

Calás, M. B. and Smircich, L. 2016. "Feminist Theories of Organization." The Wiley Blackwell Encyclopedia of Gender and Sexuality Studies. N. Naples (Editor). 1–6.

Porschitz, E., Smircich, L., and Calás, M.B. (2016). "Drafting 'Foot Soldiers': The Social Organization of the War for Talent," Management Learning, July, 47: 343-360.

Calás, M.B. and Smircich, L. (2014). "Engendering the Organizational: Organization Studies and Feminist Theorizing." In P. S. Adler, P. du Gay, G. Morgan & M. Reed (Eds.) The Oxford Handbook of Sociology, Social Theory and Organization Studies: Contemporary Currents. London: Oxford University Press: 605-659.

Calás, M.B., Smircich, L., and Holvino, E. (2014). "Theorizing Gender-and-

- Organization: Changing Times. ...Changing Theories?" In S. Kumra, R. Simpson & R. Burke (Eds.) The Oxford Handbook of Gender in Organizations. London: Oxford University Press: 17-52.
- Calás, M. B., Ou, H., and Smircich, L. (2013). " 'Woman' on the Move: Mobile Subjectivities after Intersectionality", Equality, Diversity and Inclusion: An International Journal, Vol. 32 (8): 708 – 731.
- Calás, M.B. and Smircich, L. (2013). "Organization@21: The Journal of Disconcerting Organization Theory and Action." Organization, 20 (1): 13-23.
- Calás, M.B., Smircich, L. (2011). "In the Back and Forth of Transmigration: Rethinking Organization Studies in a Transnational Key". In D. Knights, P.Y. Martin and E. Jeannes (Eds.). Handbook of Gender, Work & Organization. London: Wiley-Blackwell: 412-428.
- Calás, M.B., Smircich, L., Tienari, J. and Ellehave, C.F.(2010). "Observing Globalized Capitalism: Gender and Ethnicity as Entrypoint", Gender, Work & Organization (Editors' introduction to special issue), 17 (3): 243-247.
- Calás, M.B., Holgersson, C. and Smircich, L. (2009). " 'Diversity Management?' Translation? Travel?" Scandinavian Journal of Management (Editors' introduction to special issue), 25 (4): 349-351.
- Calás, M.B., Smircich, L & Bourne K.A. (2009). "Extending the Boundaries: Reframing 'Entrepreneurship as Social Change' through Feminist Perspectives", Academy of Management Review 34(3):552-569.
- Calás, M.B., and Smircich, L (2009). "Feminist Perspectives on Gender in Organizational Research: What Is and Is Yet to Be", In D. Buchanan and A. Bryman (Eds.) The Handbook of Organizational Research Methods. London: Sage, : 246-269.
- Calás, M.B., Smircich, L. & Bourne K.A. (2007). "Knowing Lisa: Feminist Analyses of Gender and Entrepreneurship", In D. Bilimoria and S.L. Piderit (Eds.) The Handbook of Women in Business and Management. Edward Elgar Publishing, :78-105.
- Calás, M.B., and Smircich, L. (2006). "From the 'Woman's Point of View' Ten Years Later: Towards a Feminist Organization Studies", Ch. 8 in S. Clegg, C. Hardy, W. Nord & T. Lawrence (Eds.) Handbook of Organization Studies (2nd. edition) London: Sage: 284-346.
- Calás, M.B., and Smircich, L. (2004). "Revisiting 'Dangerous Liaisons' or Does the 'Feminine-in-Management' still meet 'Globalization'", Organizational Reality: Reports from the Firing Line, Frost, P.J., Nord, W.R. & Krefting, L.A. (eds). Prentice- Hall: 467-481.

- Calás, M.B., and Smircich, L. (2003). "At Home from Mars to Somalia: Recounting Organization Studies," In The Oxford Handbook of Organization Theory: Meta-theoretical Perspectives, C. Knudsen & H. Tsoukas (eds.) London: Oxford University Press, : 596-606.
- Calás, M.B., and Smircich, L. (2003). "To Be Done With Progress and Other Heretical Thoughts for Organization and Management Studies", In Postmodern Organization Theory: Pros, Cons, and the Alternative, E. Locke (ed), part of the series: Research in the Sociology of Organizations, Elsevier, :29-56.
- Calás, M.B. and Smircich, L. (2000). "Ignored for 'Good Reason': Beauvoir's as a Revision of Social Identity Approaches", Journal of Management Inquiry, v9, no2, June, : 193-199.
- Calás, M.B. and Smircich, L. (1999). "Past Postmodernism? Reflections and Tentative Directions", Academy of Management Review, v24, no4, : 649-671.
- Mir, R., Calás, M.B. and Smircich, L. (1999). "Global Technoscapes and Silent Voices: Challenges to Theorizing Global Cooperation". In D. L. Cooperrider and J.E. Dutton (Eds.) Organizational Dimensions of Global Change: No Limits to Cooperation. Thousand Oaks: Sage, :270-290.
- Calás, M.B. and Smircich, L. (1997). "¿Predicando la Moral en Calzoncillos?: Feminist Inquiries into Business Ethics". In R.E. Freeman and A. Larson (Eds). Business Ethics and Women's Studies. Oxford: Oxford University Press, : 50-79.
- Calás, M.B. and Smircich, L. (1997). "Post-Culture: Is the Organizational Culture Literature Dominant But Dead?", Comportamento Organizacional & Gestao, vol. 3, no 1, :29-56.
- Reprinted in Readings in Organization Science, (1999) M. Pina e Cunha and C.A. Marques (Eds.), Lisbon, Portugal: Instituto Superior de Psicologia Aplicada, p. 67-100.*
- Calás, M.B. and Smircich, L. (1996). "From 'the Woman's' Point of View: Feminist Approaches to Organization Studies". In S.R. Clegg, C. Hardy, and W.R. Nord (Eds.), The Handbook of Organization Studies. London: Sage, : 218-257.
- The Handbook won the George Terry Award from the national Academy of Management as the Best Book of 1996.*
- Calás, M.B. and Smircich, L. (March/April 1993). "Dangerous Liaisons: The 'Feminine-in-Management' Meets "Globalization." Business Horizons.,: 73-83.
- Reprinted in Managerial Reality. (1995.) Peter J. Frost, Vance Mitchell, Walter Nord (Eds.) Harper Collins, Second Edition, p. 164-180, 1995.*

Smircich, L., Calás, M.B, and Morgan, G. (1992). "New Intellectual Currents in Organization and Management Theory", 17(3):404-406, "Afterward/After Words: Opening Spaces," Academy of Management Review, 17(3):607-611. (Editors' Introduction & Concluding Comments for special issue)

Calás, M.B. and Smircich, L. (1992). "Using the "F" Word: Feminist Theories and the Social Consequences of Organizational Research". In Gendering Organizational Analysis, A.J. Mills and P. Tancred (Eds.), Newbury Park; CA: Sage, : 222-234.

Also published in Best Paper Proceedings, (1989) annual meetings of the Academy of Management, Washington, D.C. August 1989. p.355-359.

Calás, M.B. and Smircich, L. (1992). "Re-Writing Gender into Organizational Theorizing: Directions from Feminist Perspectives." In Rethinking Organization: New Directions in Organization Theory and Analysis, M. Reed and M. Hughes (Eds.), London: Sage : 227-253.

Reprinted in Women in Higher Education: A Feminist Perspective. (1993) J.S. Glazer, E.M. Bensimon, and B.K. Townsend (Eds.) Needham Heights, MA: Ginn Press, 1993 p 97-117.

Smircich, L. (1992). "Stories of Mike Armstrong and the Idea of Exemplary Research." In Doing Exemplary Organizational Research, P. Frost and R. Stablein (Eds.), Newbury Park, CA: Sage, :227-232.

Calás, M.B. and Smircich, L. (1991) "Voicing Seduction to Silence Leadership". Organization Studies, vol. 12, #4, :567-601.

Reprinted in Leadership: Classical, Contemporary, and Critical Approaches. (1996) Keith Grint (Ed.) Oxford University Press, p. 338-380.

Calás, M. B. and Smircich, L. (1991). "Masquerade: Organizational Culture as Metafiction". In Reframing Organizational Culture, P. J. Frost, L. F. Moore, M. R. Louis, C. C. Lundberg and J. Martin (Eds.). Newbury Park, CA: Sage, : 311-326.

Calás, M.B. and Smircich, L. (1988). "Reading Leadership as a Form of Cultural Analysis". In Emerging Leadership Vistas, J.G. Hunt, R. Baliga, P. Dachler and C. Shriesheim (Eds.), Lexington, MA: Lexington Books, :201-226.

Smircich, L. and Calás, M.B. (1987). "Organizational Culture: A Critical Assessment". In the Handbook of Organizational Communication, Fredric M. Jablin, Linda L. Putnam, Karlene H. Roberts and Lyman W. Porter (Eds.), Beverly Hills, CA: Sage, :228-263.

Smircich, L. and Stubbart, C. (1985). "Strategic Management in an Enacted World". Academy of Management Review. Vol. 10, No. 4, :724-736.

Excerpted in Strategy Safari, Henry Mintzberg Joseph Lampel, Bruce Alhstrand (Eds.) 2008; also excerpted in Creative Organization Theory. Gareth Morgan, (Ed.) Newbury Park, CA: Sage, p. 91-96, 1989.

Smircich, L. (1985). "Is the Concept of Culture a Paradigm for Understanding Organizations and Ourselves?" In Organizational Culture and the Meaning of Life in the Workplace, P. Frost, M. Louis, C. Lundberg, J. Martin (Eds.), Beverly Hills: Sage, : 55-72.

Smircich, L. (1985). "Editorship and Authority: Reflections of a 'Special Issue' Editor". In Publishing in the Organizational Sciences, Larry L. Cummings and Peter Frost (Eds.), Homewood, Illinois: Richard D. Irwin, : 334-350.

Smircich, L. (1983). "Concepts of Culture and Organizational Analysis". Administrative Science Quarterly, Vol. 28, : 339-358.

Reprinted in Classics in Management Thought, Volume II (2000) Cary L. Cooper (Ed.) Chettenham, UK: Edward Elgar, p. 83-102.

Jelinek, M., Smircich, L. and Hirsch, P. (1983). "Introduction: A Code of Many Colors". Administrative Science Quarterly, Vol. 28, p. 331-338. (Editors' introduction to special issue)

Smircich, L. (1983) "Studying Organizations as Cultures". In Beyond Method: Strategies for Social Research, G. Morgan (Ed.), Beverly Hills, CA: Sage, p. 160-172.

Smircich, L. (1983). "Implications of the Interpretive Perspective for Management Theory". In Communication and Organization: An Interpretive Approach, L. Putnam and M. Pacanowsky (Eds.), Beverly Hills, CA: Sage: 221-241.

Smircich, L. (1983). "Organizations as Shared Meanings". In Organizational Symbolism L.R. Pondy, P. Frost, G. Morgan, and T. Dandridge (Eds.), Greenwich, CT.: JAI Press, :55-65.

Reprinted in Classics of Organization Theory. (1992) Jay M. Shafritz and J. Steven Ott, (Eds.), Brooks/Cole, Third Edition p. 520-526.

Discussed extensively by A. Bryman in Chapter 5 "Qualitative Research" in Research Methods in Organization Studies. (1989) London: Unwin Hyman, : 135-169.

Smircich, L. and Morgan, G. (1982). "Leadership: The Management of Meaning". Journal of Applied Behavioral Science, Vol. 18, No. 3, : 257-273.

Reprinted in Leaders and the Leadership Process: Readings, Self-Assessments and Applications (2010) John W. Newstrom & J.L. Pierce (Eds.), McGraw Hill.

Reprinted in The International Library of Leadership, J.T. Wren, D. A. Hicks, T.L. Price (eds.), Edward Elgar, 2004.

Reprinted in The Organizational Behavior Reader, (1991) D.A. Kolb, I.M. Rubin and J.S. Osland (Eds.), Englewood Cliffs: Prentice Hall, p. 460-476.

Smircich, L. and Chesser, R.J. (1981). "Superiors' and Subordinates' Perceptions of Performance: Beyond Disagreement". Academy of Management Journal, vol. 24, no. 1, :198-205.

Morgan, G. and Smircich, L. (1980). "The Case for Qualitative Research". Academy of Management Review vol. 5, No. 4, p. 491-500.

Reprinted in Marketing Theory: Distinguished Contributions, (1984) S.W. Brown and R.P. Fisk (Eds.), New York: John Wiley & Sons, p. 274-284.

Smircich, L. and Chesser, R.J. (1979). "Authenticity: Conceptualization and Measurement". Proceedings of the Eastern Academy of Management, : 18-29.

Book Review Essays

Smircich, L. (1995) "Writing Organizational Tales: Reflections on Three Books on Organizational Culture". Organization Science. Vol 6, No. 2, March-April, 232-237.

Calás, M.B. and Smircich, L. (1990) "Thrusting Toward More of the Same with the Porter-McKibbin Report". Academy of Management Review, Vol. 15, No. 4, p. 698-705.

PRESENTATIONS - selected

National and International Distinguished Speaker Presentations (invited keynotes & plenaries)

Keynote speech with M.B. Calás. "Organization Studies and Feminist Theorizing: Conceptual Innovation without Political Transformation?" Eighth Biennial International Interdisciplinary Gender, Work & Organization Conference. Keele University, Staffordshire, UK. June 24, 2014.

Plenary Speech with M.B. Calás. "Gender and Power in Management & Organization Studies: Still Relevant? A View from the USA" at the interdisciplinary conference: *Districare Il Nodo Genere-Potere: Squardi interdsciplinari su politica, lavoro, sessualita e cultura* (roughly: Disentangling the notion of Gender-Power) Feb 21-22, 2014, University of Trento Italy .

Keynote Panel with M.B. Calás and Gibson Burrell. "Metamorphoses: Paradigms and Since", CMS division, Academy of Management, Academy of Management national meetings, Philadelphia, August 3, 2014

Plenary Presentation (with M.B. Calás). "Gendering Designs-Designing Genders" , EGOS Colloquium, Helsinki, Finland. July 6, 2012.

Plenary Presentation (with M.B. Calás). "Organizational Theorizing for Our Times? Gendering Globalization". Atlantic Schools of Business annual meeting. Halifax, Nova Scotia, Canada. October 2, 2010.

Keynote Panel Presentation. (with M.B. Calás) "Who is diverse? Meanings of gender, race, class, sexuality, and beyond in a transnational world." Special Panel: The Next 25 Years of GDO Research. Academy of Management meeting. Chicago, August 8, 2009.

Keynote plenary presentation (with M.B. Calás) : "In the Back and Forth of Transmigration: Transnational Feminism and Transnational Organizing" 6th Critical Management Studies conference. University of Warwick, UK. July 14, 2009.

Invited Keynote speakers (with M.B. Calás) "Bringing 'the Other' In: A Look from Afar." for the conference, "Meeting Ourselves and Others: Perspectives in Diversity Research and Diversity Management. Sponsored by the University of Gothenborg, at Lingatan, Bohusln, Sweden, August 29, 2002.

Invited Distinguished Speaker (with M.B. Calás) "Whose Odyssey? Cyberspace, Globalization and Feminist Analyses in Organization Studies." Administrative Sciences Association of Canada, London, Ontario, May 2001.

Distinguished speaker. First Organizational Studies Doctoral Student Conference. Albany, NY, Oct. 1-3, 1993.

Distinguished speaker address (with M.B. Calás). "Feminism, Deconstruction, and Management." Administrative Sciences Association of Canada. Quebec City, Canada, June 7, 1992.

Invited Fellow (with M.B. Calás). ¿Predicando la Moral en Calzoncillos?: Feminist Inquiries into Business Ethics. Ruffin Lecture Series on Applied Ethics. Darden School, University of Virginia, Charlottesville, VA. Nov 30-Dec. 2, 1990.

National Meetings of the Academy of Management (competitively selected)

Co –presenter with M.B. Calás, "Why Corporate Feminism is Bad for Organizational Analysis," showcase Symposium: Is There Any Learning from the Lean-in(g), Academy of Management national meetings, Vancouver, BC, Canada, August 10, 2015.

Co-Organizer with M.B. Calás, Professional Development Workshop, "Questions of Inequality: Gender, Race, Class... Intersectionality and Beyond," Academy of Management national meetings, Philadelphia PA . Sponsored by the GDO, OMT, CMS divisions. August 2, 2014.

Co-organizer and presenter of the symposium: "Hot Words & the Politics of Language," All Academy Themed Symposium, Academy of Management national meetings, Philadelphia, August 3, 2014.

Calás, M.B., Nkomo, S., Healy, S. & Smircich, L. "Is Postcapitalist Organization & Management Possible?: Some Answers to Matters of Concern", Professional Development Workshop on conference theme, Orlando, August 11, 2013.

Porschitz, E., Smircich, L. & Calás, M.B. "Enlisting in the global war for talent: Generation Now and the Production of Young Professionals". Paper presented at the Academy of Management Meetings, CMS division. Boston, August 7, 2012

Ou, H., Calás, MB., Smircich, L. "The Transmigration of Chinese Women Professionals: A Transnational Feminist Analysis" Paper presented in the GDO division. Academy of Management meetings. Montreal. August 10, 2010.

Calás, M.B. & Smircich, L. "Transnational Feminism". Presenters in the showcase symposium "The Potential of Critical Gender and Diversity Studies for Organizational Change *Caring is Daring?*" (co-sponsored GDO, OMT, CMS). Montreal August 9, 2010.

Calás, M.B. & Smircich, L. Presenters in the symposium "Notes from the Underground: 'Wives of the Organization' and the Perils of Caring to Dare" Montreal. August 9, 2010.

Calás, M.B. & Smircich, L. "After the Fall: Saving Management Knowledge from Itself? Symposium Chairs/Presenters. Academy of Management meetings. Chicago, August 10, 2009.

Bourne, K. A., Calás, M. B. & Smircich, L. "Knowing 'Entrepreneurship' through Feminist Epistemologies." Paper presented in the GDO division. Academy of Management meetings. Atlanta, August 14, 2006.

Calás, M.B. & Smircich, L. "Embodying Discourse: Reforming, Performing, Transforming 'The Discursive Turn'". Symposium paper presented in the symposium The Discursive Turn: So What? H. Willmott and A. Contu, co-chairs OMT/CMS/RM divisions. Academy of Management meetings. Atlanta, August 14, 2006.

Calás, M.B. & Smircich, L. "Isn't it all in the family? Listening to Heidi, Audre, Joan and Patricia". Part of the Professional Development Workshop (PDW): The Uneasy Marriage Between Feminism and Critical Management Studies. CMS Interest Group. Academy of Management meetings. Atlanta, August 13, 2006.

Mir, R., Calás, M.B., Jermier, J. & Smircich, L. Co-organizers/Presenters. Professional Development Workshop (PDW): "Philosophies of Organizational Research: What Difference do

they Make?” RM, MH Divisions, CMS Interest Group. Academy of Management meetings. New Orleans. August 6, 2004.

Symposium organizer & presenter : “Organizing Democracy: 19th Century isms for the 21st Century World” (with Gibson Burrell, Marta Calás, George Cheney, Linda Putnam, and Mike Reed) Seattle, August 2003.

Calás, M.B. & Smircich, L. “From Commune-ism to Telework: Gendering the Knowledge Economy”. Symposium paper presented in the symposium Organizing Democracy: 19th Century “isms” for the 21st Century World, L. L. Putnam, chair. OMT, MH Divisions and CMS Interest Group. Academy of Management Meetings, Seattle, WA. August 4, 2003.

Calás, M.B. & Smircich, L. “The Glass Ceiling and the Politics of Knowledge: On the Possibilities of Roads Not Taken,” Paper presented in the GDO division. Denver, CO, August 2002.

Symposium co-organizer: Globalization & Knowledge Activism from Malaysia, India and Mexico: Networking Among Disciplines. (with M Calás, V. Chio, C. Gonzalez, R. Mir), Denver, August 14, 2002.

Symposium presenter: “We’re Already Political but Are We Activists?: Knowledge Creation as a Political Act.” (with Calás, M.B.) Presented at the symposium Confronting the Powers that Be: Should Gender and Diversity in Organizations Division Pursue an Activist Agenda?, GDO. Washington DC, August 2001.

Symposium co-organizer. “The University in New Times: The House of Knowledge in the Age of Globalization and the Market Economy”. (with Calás, M.B. M. Reed, E. Ibarra-Colado, M. Lounsbury, S.M. Awbrey & J.L. Awbrey, O.C. McSwite, M. Sondergaard & P. Donnelly). Toronto, August 2000. (This symposium was based on the Re-Organizing Knowledge conference we organized, co-sponsored by University of Massachusetts and the journal Organization).

Symposium presenter. “Ignored for 'Good Reason'?” (with Marta Calás) Presented at the symposium Feminism/Otherness: Celebrating Journeys of Change and Discovery on the 50th anniversary of Beauvoir's The Second Sex and the Verge of a New Millenium. Chicago, August 1999.

Symposium co-organizer & presenter. “Neodisciplinarity: Learning from an Unusual Event and Sustaining Conversations: Toward a Transdisciplinary Organization Studies” (with Susan Awbrey, Gibson Burrell, Marta Calás, Mike Reed, David K. Scott). Cincinnati, Ohio, August 1996.

Symposium presenter: “Gendering Organizational Learning: Representation, Subjectivity and ‘The Woman's’ Point of View” (with M.B. Calás). Presented in the Joint Symposium Representation: Learning from an Unusual Event About Unusual Research (W. Nord, chair). Cincinnati, OH. August 1996

Symposium co-organizer: "Unbounding Organizational Analysis: Questioning 'Globalization' Through Third World Women's Voices" (with Marta Calás, Vanessa Chio, and Evangelina Holvino). Atlanta, Georgia, August 1993.

Calás, M. B., Jacobson, S, Jacques, R. & Smircich, L. "Is a Woman Centered Theory of Management Dangerous?" Paper presented to the Women in Management division, Miami, Fl. August 1991.

Symposium co-organizers & paper presenters: "What Feminist Theory Offers Organization and Management Theory". (with Marta Calás). Paper presented at the symposium (Re)Visions of Organization and Management Theory from Feminist Perspectives: The Gendered Constructions of Max Weber, Hebert Simon, and Douglas McGregor. San Francisco, CA August 1990.

Calás, M. B. & Smircich, L. "Using the F Word: Feminist Theories and the Social Consequences of Organizational Research." Paper presented to the Women in Management division, Washington, DC August 1989.

Smircich, L. Symposium organizer/chair. "Beyond Gender as a Variable: New Directions for Organization Theory". Chicago, August 14-16, 1986.

Smircich, L. "Can a Radical Humanist Find Happiness Working in a Business School?" Paper presented as part of the symposium: Alignment in the Development of Social Science---Towards a New Role for OD. Chicago, August 14-16, 1986.

Smircich, L. "Toward a Women Centered Organization Theory". San Diego, August 11-14, 1985.

Calás, M. B. & Smircich, L. "The Metaphor of Text/The Paradigm of Reading: Interpreting Organization", Paper presented San Diego, August 11-14, 1985.

Smircich, L. Stubbart, C. & Newell, S. " Studying Industry Transformations: Contributions from Business/ Economic History, Interpretive Sociology and Strategic Management". Boston, August 13-15, 1984.

Smircich, L. & Stubbart, C. "Implications of an Interpretive Perspective for Strategic Management Research and Practice," Paper presented. Dallas, August 15-17, 1983.

Smircich., L. Symposium organizer/chair: Unconscious Processes: The Black Hole in Organization Development. New York City, August 15-18, 1982.

Smircich, L. Symposium Discussant. Perspectives on Organizational Inquiry. Detroit, Michigan, August, 1980.

European Group of Organization Studies (EGOS)

Ergene, S., Calás, M.B., & Smircich, L. "Entrepreneurial Movements: Developing a Moving Theoretical Lens for Novel Modes of Organizing, EGOS conference, Montreal, July 4-6 2013.

Calás, M.B., Ou, H. & Smircich, L. "Transnationalism after Intersectionality: Reassembling Mobile Subjectivities?" Paper presented at sub-theme: Practices of Intersectionality in Organizations. 27th EGOS Colloquium. Gothenburg, Sweden, July 2011.

Porschitz, E., Smircich, L & Calás, M.B. "Generation Now: Relations of Ruling, Coordinating Labor Markets, Jobs, and Careers." Paper presented at sub-theme: Organizing Work and Labour Markets. 27th EGOS Colloquium. Gothenburg, Sweden, July 2011.

Calás, M.B. & Smircich, L. "Desiring Encounters; Transnational Feminism and Organization Studies: A Second Chance for a Stalled Revolution?" Paper presented at sub-theme: Repeating, Forgetting, Searching for What's Next? 26th EGOS Colloquium. Lisbon, Portugal, July 2010.

Tienari, J., Ellehave C., Calás, M.B. Organizers/Convenors. Sub-theme "From Waltz to Fusion? Globalizing 'Gender' and 'Ethnicity' in Organizational Relationships 23rd EGOS Colloquium. Vienna, Austria. July 2007.

Calás, M.B., Smircich, L., Tienari, J., Ellehave C. Organizers/Convenors. Sub-theme "Unlocking Gender and Ethnicity". 21st EGOS Colloquium. Berlin, Germany. July 2005.

Calás, M.B., Smircich, L., Tienari, J., Ellehave C. Organizers/Convenors. Sub-theme: "Beyond Dichotomies and Stereotypes: The Production and Reproduction of 'Gender' & 'Ethnicity'". 20th EGOS Colloquium. Ljubljana, Slovenia. July 2004.

Other Invited Addresses and Workshops

Invited lecture (with M. B. Calás) "Feminist Theorizing and Organization Studies: What has it been? Where is it going?" Research and Development Institute on Gender, Organisation, Diversity, Equality and Social Sustainability in Transnational Times, Hanken School of Economics, Helsinki Finland, June 8-9 2017.

Invited Address (with M.B. Calás) "Gender in Organization Studies: Still a Quandary or No Longer Relevant? Reflecting on an Under/Overwritten Issue". University of Gothenburg, School of Business, Economics and Law. Gothenburg, Sweden, March 22, 2012.

Invited Lecture (with M.B. Calás) "Thinking about Publishing?" University of Gothenburg. School of Business, Economics and Law. Gothenburg, Sweden, March 14, 2012.

Invited Address (with M.B. Calás) "How Do We Know Joan? Some Views from Organization and Management Studies". Symposium in celebration of the scholarship of Joan Acker. American Sociological Association annual meetings. Las Vegas, NV. August 2011.

Invited Workshop, "Publish or Perish doing Critical OS? Views from US, Europe and the Rest of the World" APROS Conference – Oaxaca, Mexico –with Marta Calás,

and Glenn Morgan – December 2003.

“Feminist Approaches to Organizational Change” (with M.B. Calás). Simmons Institute for Leadership and Change. Simmons College, Boston. June 6-7, 1996.

“New Perspectives on Women in Management” (with M.B. Calás). Presentation for the Alumnae Association of Simmons College Graduate School of Management, Boston, MA, Feb. 5, 1994

“Deconstruction and Its Relevance to the Management Discipline.” Invited presenter (with M.B. Calás). American Marketing Association Educator's Conference. San Antonio, TX. February 16, 1992.

“Women in Power: Is the View Different?” Invited panelist. Panel organized in conjunction With the visit of the Honorable Sandra Day O'Connor, Associate Justice of the Supreme Court of the United States and the Sixteenth Annual Mr. and Mrs. Spencer T. Olin conference. Washington University, St. Louis, MO. Nov. 14, 1990.

“Is a Woman Centered Theory of Management Possible?” (with M.B. Calás). Invited presenter. Conference on Gender, Authority and Leadership: Perspectives from the Corporate World. Smith College. Northampton, MA. April 2-3, 1990.

“Mute, Mutation and Mutiny: the Feminine Voice in the Expression of Knowledge”. (with M.B. Calás). Invited presenter. Conference on the Feminine in Public Administration and Policy sponsored by the Center for Public Administration and Policy, Virginia Polytechnic Institute and State University and the George Washington University. Washington, DC. May 7, 1988.

“Toward Self-Reflective MBAs: Case Writing as Consciousness-Raising”. Invited presenter. Organizational Behavior Teaching Conference. Bentley College, May 26-29, 1987.

“Is Organizational Culture a Fad?” Invited debater (with Marta Calás, Linda Putnam, Patricia Riley, Eric Eisenberg). International Communication Association meetings, Montreal Canada, May 21-23, 1987.

“Is the Concept of Culture a Paradigm for Understanding Organizations and Ourselves?” Invited presenter. Conference on Organizational Culture and the Meaning of Life in the Workplace. University of British Columbia, Vancouver, B.C. April 1984.

“Expanding the Analysis of Organizations: Applications for Corporate Leadership.” Invited panelist. Conference on Myths, Symbols and Folklore: Expanding the Analysis of Organizations. Co-sponsored by the Center for the Study of Comparative Folklore and Mythology and the Graduate School of Management, UCLA. March 1983.

“Studying Organizations as Cultures.” Invited presenter. Organizational Research Strategies Workshop. York University, Toronto, August, 27-30 1981.

Other Professional Associations (competitive)

Symposium Organizer and Panelist (with MB Calás) "Crossing Borders: Challenges for Teaching and Learning in a Global Economy." Eastern Academy of Management International. San José, Costa Rica, June 18, 2001. Other participants: M. Barringer, T. Butterfield, L. Marentes, B. Marx, R. Schwartzwald, L. This symposium was selected by the conference organizers as a plenary session for opening the academic track of the conference.

Symposium presentation: "Inessential bodies: From The Affluent Society to 'A Brave New Darwinian Workplace'" (with Marta Calás) In the symposium *The New Discourses of Employment*. P. Hirsch, chair. Western Academy of Management, March 1998.

Paper presented: "Voicing Seduction to Silence Leadership." (with Marta Calás). Standing Conference on Organization Symbolism, 6th annual meeting. INSEAD, Fontainebleau, France June 1989.

"Global Technoscapes and Unborn Voices: Challenges to Theorizing Global Cooperation," (Mir, R,A., Calás M. B. and Smircich, L. Paper presented at the conference on Organizational Dimensions of Global Change, jointly sponsored by the Organization and Management Theory and Organization Change divisions of the Academy of Management, Cleveland, Ohio, May 3-5, 1995.

Symposium presentation: "Post Paradigm Thinking in the Organizational Disciplines". (with Charles Stubbart and Marta Calás). Decision Sciences Institute, annual meeting. Boston November 1987.

Presentation: "Culture and Post-modernism". (with Marta Calás). Conference on Interpretive Approaches to Organizational Studies. Alta, Utah August 1987.

Paper presented: "Post-Culture: Is the Organizational Culture Literature Dominant But Dead?" (with Marta Calás). Standing Conference on Organizational Symbolism. Milan, Italy June 1987.

Presentation: "On Teaching Critically: Graduate and Undergraduate Organizational Behavior." (with Marta Calás). Eastern Academy of Management meetings, Boston, MA, May 14-16, 1987.

Paper presented: "Behind the Debate Over the Validity of Alternative Paradigm Research". American Educational Research Association, national meetings. San Francisco, CA April 1986.

Paper presented: "Reading Leadership as a Form of Cultural Analysis." (with Marta Calás). Eighth International Biennial Symposium on Leadership. Texas Tech University, Lubbock, TX, July 23-27, 1985.

Presentation: "Organizational Behavior in a New Age". (with Marta Calás, Meryl Reis Louis and Gareth Morgan), Organizational Behavior Teaching Conference, University of Virginia, Charlottesville, June 1985.

Presentation: "Is Strategic Management Different in Turbulent Environments?" (with Charles Stubbart). Strategic Management Society, Paris, October 27-29, 1983.

Presentation: "Brawlers, Savages, and Military Men - The Use of Imagery by an Executive Group. (with M. Maxwell). Conference on Interpretive Approaches to Organization Studies, Alta, Utah. August 11-14, 1982.

Presentation: "Integrating Organization Theory and Organization Development in the Teaching of Business Policy." (with B. Gricar). Organizational Behavior Teaching Conference, leveland, OH. June 16-19, 1982.

Paper presented: "The Promise of the Culture Metaphor for Organization Theory". Eastern Academy of Management meetings. Baltimore, Md. May 13-15, 1982.

Paper presented: "The Concept of Culture and Organizational Analysis". Conference on Interpretive Approaches to Organizational Studies. Alta, Utah. July 25-29, 1981.

Paper presented: "Authenticity: Conceptualization and Measurement." (with R.J. Chesser). Eastern Academy of Management Meeting. Newport, RI, May, 1979.

Invited Colloquia at Other Universities

MIT, Sloan School of Management; Department of Human Services, George Washington University; Dept. of Management, University of Rhode Island; College of Business, Univ. of South Florida; School of Management, Boston University; School of Management, Boston College; School of Business, Washington University in St. Louis; Wharton School, University of Pennsylvania; Dept. of Communication, University of Utah; School of Organization and Management, Yale University.

University of Trento, University of Bologna (Italy); Gothenburg University, Lund University, Linkoping University, University of Stockholm, Stockholm School of Economics (Sweden); Abo Academy, Helsinki School of Economics, University of Waasa, Tampere University, (Finland); Institute for Organizations, University of Copenhagen (Denmark); St. Mary's University, York University, Queens University (Canada).

TEACHING EXPERIENCE

Ph.D. Qualitative Research: Techniques and Philosophies
Advanced Organization Theory (alternative paradigms in OT)
Feminist Theory and Management Theory (in Finland)

M.B.A. Organizational Behavior and Theory
Interpersonal Skills for Managers
Organization Development and Change

Undergraduate Organization Design and Change, Women & Men in Organizations, Managerial Behavior, Interpersonal Skills for Managers, Business Policy and Strategy

PROFESSIONAL ACTIVITIES

Other Editorial Service

Editorial Advisory Board:

Handbook of Qualitative Research (2000) Second Edition.
Y. Lincoln and N. Denzin (Eds).

Consumption, Markets and Culture (1995-2000)

Editorial Review Boards:

Organization Science (1992-2003)

Gender, Work and Organization (1997- present)

Handbook of Organizational Discourse (2002-4)

Handbook of Organization Studies (1992-1996)

Academy of Management Review (1988-1990)

Journal of Applied Behavioral Science (1985-1988)

Journal of Management (1984-1987)

Ad hoc reviewing: Academy of Management Review, Academy of Management Journal, Administrative Science Quarterly, Organization Science, Administration and Society, Organization Studies, Journal of Management Inquiry, Human Relations, Journal of Business Venturing, Gender & Society

Service Activities for Scholarly Associations

European Group for Organization Studies

Calás, M.B., Smircich, L., Tiernari, J., Ellehave C. Organizers/Convenors. Sub-theme “Unlocking Gender and Ethnicity”. 21st EGOS Colloquium (European Group for Organization Studies). Freie Universität, Berlin, Germany. June 30-July 1, 2005.

Calás, M.B., Smircich, L., Tiernari, J., Ellehave C. Organizers/Convenors. Sub-theme Beyond Dichotomies and Stereotypes: The Production and Reproduction of ‘Gender’ & ‘Ethnicity’. Sub-theme for the 20th EGOS Colloquium (European Group for Organization Studies). Ljubljana Slovenia 2000

Academy of Management

Calás, M.B. & Smircich, L. Feminist Theories & Organization Studies. Organizers and instructors. Professional Development Workshop (PDW). Designated as a 'master class' for the GDO division, Academy of Management meetings. Philadelphia, August 4, 2007.

Original Member, Steering Committee, Critical Management Studies Workshop, From 1998 – Now a division of the Academy of Management. I have engaged in various service activities: e.g. doctoral student workshops, panelist, session facilitator, reviewer, evaluator in the 'best case' competition, co-administrator of the Best Dissertation Award competition (2002-4).

Presenter, Professional Development Workshop: Philosophies of Organizational Research: What Differences do They Make? (with Marta Calás, John Jermier, and Raza Mir). New Orleans, August 2004.

Presenter, Doctoral student and junior faculty consortium, Editors Panel, invited as editors of Organization, along with editors of ASQ, AMJ, AMR, SJM, Org Science, J of Mgt Studies. OMT division. August 2004

Presenter (with M. B. Calás) Professional Development Workshop The State of the Debate: A Critical Review & Future Directions Re: Spirituality in the Workplace. Sponsored by MSR & CMS Denver, August 10, 2002.

Presenter, with M.B. Calás and R. Mir and A. Mir, Professional Development Workshops on Qualitative Research, for the Research Methods division of the Academy of Management national meetings, Washington, DC 2001 and Denver 2002.

Invited Faculty for Doctoral Consortium: Gender, Diversity & Organization Division, San Diego, August, 1998.

Invited panelist: The Role of Organization Theory in the Curricula: Teaching Roundtable Session, O&MT division. Boston, August 1997.

Presenter, The Craft of Reviewing, Business Policy & Strategy and O&MT divisions, Cincinnati, August 1996

Presenter, Preconference Workshop: Models of Strategic Leadership. Business Policy & Strategy division August 1995.

Invited presenter, Preconference Workshop, A Decade Review of the Gender Perspective (with M.B. Calás, E. Fagenson, A. Murrell) WIM. Dallas, August, 1994.

Invited presenter, All Academy Symposium: "Teaching Doctoral Students to Teach: A Panel Discussion of Programs, Politics, Principles and Practices", Dallas, August, 1994.

Elected, Executive Board Member, Women in Management Division, Academy of Management

1990-1993. Dorothy Harlow Award Review Committee, 1992.

Co-organizer (with M.B Calás), Preconference workshop on Feminist Perspectives and Women in Management Research, WIM. Miami, FL 1991

Invited faculty participant OB-OT-OD doctoral student consortium, Academy of Management meetings, 1986 and 1988.

Conferences Organized

Conference co-organizer: "Re-organizing Knowledge, Transforming Institutions: Knowing, Knowledge and the University in the 21st Century". International & interdisciplinary conference at University of Massachusetts, Amherst. Co-sponsored by ORGANIZATION. Sept. 17-19, 1999.

Conference co-organizer: "Feminist Theory and the Ethics and Values of Organization Science" sponsored by the National Science Foundation. DIR # 8820666 Snowbird, Utah. Oct. 19-21, 1989.

Other Professional Service

Chair, External Review Team for the Program on Management and the Public Interest, Evergreen State College, Olympia, WA. February 22-24, 1988.

University Service – selected examples

University of Massachusetts

Member, University Research Council, 2013- 2016, 1996-99.

Senator, Faculty Senate, 2012- present, 1991-94.

Member, Graduate Studies Committee, Women's Studies Dept. 2007-2013

Chair, Faculty Senate Council on the Status of Women, 1986-1988, member 1983-1986.

Member, Executive Vice Chancellor's Affirmative Action Advisory Board, 1986-1988.

Personnel Committee, Women's Studies Program, 1991, 1996.

Isenberg School of Management

Personnel Committee 2014-present; 2003-2006; at large member, 1983-1986.

Ph.D. Curriculum and Policy Committee, 2012-2016, 1991-1998

MBA Curriculum and Policy Committee, School of Management, 2006-2011,
1991-92, 1996,

MBA Redesign Task Force, Chair, School of Management, 1996-2000

Department of Management

Member, Organization Studies Faculty Search Committee, 2015-6
Chair, Organization Studies Faculty Search Committee, 2012-13

Personnel Committee, Chair, 2006-07; 1990-1991.
Member, 2011- 2014; 2006 -2008; 1991-1992, 1986-1988.

Co-ordinator, Organization Studies Doctoral Program 2012-2016

WORK WITH DOCTORAL STUDENTS

SOM Dissertation Committees:

Member, Jeffrey Kappen, 2014. "Exploring Cooperation Among the BRICS: Organizational Implications of Growing Brazil-China Business Relations"

Chair, Sinéad Ruane, 2013. "Coaching the Self: Identity Work(ing) and the Self- Employed Professional"

Chair, Emily Porschitz, 2011."The Social Organization of Career: Becoming a Young Professional"

Member, Arturo Osorio, 2009. "Tale of a Town: Artists Crafting The Creative Class"

Member, Banu Özkazanç-Pan, 2008. "Globalization and Identity Formation: A Postcolonial Analysis of the International Entrepreneur"

Member, Paul Donnelly, 2007. "Organizational Forming in Amodern Times: Path Dependence, Actor-Network Theory and Ireland's Industrial Development Authority"

Member, Kristina Bourne, 2006. "In and Out of Balance: Women Entrepreneurs and the Gendered 'Work' of Work-Family"

Member, Shalini Bahl, Ph.D. Marketing.

Member, Sarah Stookey, 2006. "Doing Money: The Social Construction of Money in Management Theory and Practice."

Member, Carlos Gonzalez, 2003. "A Cultural Studies Exploration of Maquiladora Research and Management"

Chair, Deborah Litvin 2000. "Defamiliarizing Diversity; A Cultural Studies Analysis".

Member, Vanessa Chio 2000. "Modernity, Development, and Representation: International Transfers of Western Management Expertise in Malaysia."

Chair, Jean Forray 1997. "Doing Justice: Human Resource Managers and the Practices of Organizational Fairness"

Chair, Roy Jacques Ph.D. 1992. "Re-presenting the Knowledge Worker: A Post-structuralist Analysis of the New Employed Professional."

Chair, Pushkala Prasad, Ph.D. 1992. "Work Computerization as Symbol and Experience: An Empirical Inquiry into the Meanings of Technological Transformation."

Chair, Sarah Jacobson, Ph.D. 1991. "Careers in Cross-Cultural Context: Women Bank Managers in Finland and in the United States."

Chair, Stephanie Newell, Ph.D. 1989. "An Interpretive Study of the Public Statements and Strategic Actions of the CEOs of the United States Steel Corporation and the Presidents of the United Steel Workers of America for the Period 1945-1985."

Member, Susan A. Morse, 1989. "A Comparative Study of the Advancement Experiences and Career-Facilitating Relationships of Male and Female Senior Managers."

Chair, Marta B. Calás, 1987. "Organization Science/Fiction: The Postmodern in the Management Disciplines."

Non-SOM Dissertation Committees

Natasha Shrikant (Communication Studies)

Kate Douglas (Education)

Joan Roche (Nursing)

Kevin Reilly (History)

James Cumming (Education)

Evangelina Holvino (Education)

Marianne Raimondo (Education)

Ray Matusiewicz (Education)

Donald Castleden (Education)

Dianna Ploof (Education)

Siew Kim Lee (Education)

Jane Tedder (Education)

Georgeanne Green (Education)

Outside University of Massachusetts:

External examiner, Kim Morouney, University of Alberta, Canada
Dissertation committee member, Paula Caproni, Yale University
External examiner, Iris Marjosola, Helsinki School of Economics, Finland
External examiner, Patricia Bradshaw-Campbell, York University, Canada
External examiner, Marguerite Casson, University of Toronto, Canada

Professional Development

Harvard Business School Workshop Art and Craft of Case Teaching, June 2010

Research Professorship. Finland. 1993

Sabbatical trip. Denmark, Sweden, Finland. 1989

Gestalt Institute of Cleveland. March, 1982

Tavistock Workshop, NTL Institute, June-July 1981

Training Theory and Practice. NTL Institute. July, 1979

Graduate Student Professional Development Program, NTL Institute. 1976-1977