

2018 Organization Studies Summer Workshop | Call for Papers

**Responding to Displacement, Disruption, and Division:
Organizing for Social and Institutional Change**

24-26 May 2018

Doryssa Seaside Resort, Samos, Greece

(<http://www.doryssa.gr/en/home-page>)



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The world today is experiencing jarring manifestations of displacement, disruption, and division, making for a troika of societal and institutional upheaval. Clearly we are facing growing social inequality across the globe (Anand & Segal, 2015); Oxfam reports that the richest 1% has accumulated more wealth than the rest of the world's population combined (BBC News, 2016). The rise in religious and national identity conflicts has spurred a substantial increase in global migration. According to the UN High Commission for Refugees, there is an estimated 65.3 million forcibly displaced persons in the world, with 21.3 million numbering as refugees. Forces such as populism, nationalism, increasing economic inequity, sectarianism, and extreme political polarization look to be undermining the 'habits of the heart' that are fundamental to democracy (Putnam, 2000). Some even argue that the very heart of democracy is in need of healing and we must work for a politics commensurate with human dignity (Palmer, 2011). Separately and together, patterns of displacement, disruption, and division will likely rock global society for the foreseeable future – and call for robust organizational and/or institutional responses.

For this 2018 Organization Studies Summer Workshop, we encourage organizational scholars to address these and related grand challenges through the development of research that attempts to further investigate and better understand such displacement, disruption, and division from varied perspectives and levels of analysis. We see that organizational scholars have much to contribute in these domains and we believe that our workshop can be a space for reflection, investigation, and sowing the seeds for future robust action. Although we see strong potential for research from an institutional perspective, we equally welcome submissions grounded in other research traditions. Our key goal is to bring together interested scholars who may be able to shed new light on organizing for social and institutional change in response to these forms of upheaval.

We see strong potential for researchers to build on the growing interest in understanding both how organizational and institutional paradoxes (Tracey & Creed, 2017) are implicated in such grand challenges and how organizations of various sorts can respond. Complex or 'wicked' problems (Rittel & Webber, 1973) are likely to require complex solutions involving many different stakeholders (Gray & Purdy, 2018). A variety of tensions may be involved, such as: democracy versus authoritarianism; civil discourse versus demagoguery and intolerance; global versus local; nationalism versus internationalism/globalism; the North versus the 'Global South'; wealth versus poverty; urban versus rural; and multiculturalism versus ethnocentrism and/or xenophobia. Research focused on the organizational and institutional implications of such tensions could reveal valuable insights.

In framing this call for papers, we see particular value in Ferraro et al.'s (2015) pragmatist perspective that outlines ways of responding to grand challenges based on the concept of robust action. They draw attention to three strategies which we, as scholars, can also apply in building our knowledge base: creating new participatory architectures that enable prolonged, productive engagement among diverse stakeholders; promoting and sustaining cooperation and coordination through activities that sustain multiple voices, diverse interpretations, and interrelated goals; and experimenting in ways that promote small wins, evolutionary learning, and increased engagement.

We suggest that exploring the organizational and institutional implications of displacement, disruption, and division may require a deeper understanding of the causes and consequences of

entrenched oppression and latent power dynamics (Gray & Kish-Gephardt, 2013; Karam & Jamali, 2015; Marti & Mair, 2009; Mair et al., 2016; Creed et al., 2010). We encourage scholars to investigate cases where individuals, groups, or organizations have mobilized in attempts to overcome such deep-rooted problems. Further, we see that addressing the multifarious divisions that run through these problems requires engaging in emotionally fraught encounters and change processes that involve mechanisms spanning the micro, meso, and macro levels of analysis (Hochschild, 2016; Creed & Scully, 2000; Creed et al., 2014; Lok et al., forthcoming). More attention to these processes is important and encouraged.

With this call for papers, we hope to foster academic attention to this broad topical area by creating a workshop environment that is generative and developmental. Consistent with the mandate of *Organization Studies*, we aim to promote the understanding of organizations, organizing, and the organized, and the social relevance of that understanding in relation to the challenges identified here.

Below we offer our initial thoughts on possible questions and opportunities. However, we stress that this list is not meant to narrow our collective vision. In the spirit of robust academic engagement that is participatory and multi-vocal, and that builds on and contributes to engaged organizational scholarship, we encourage innovative, thoughtful, and provocative submissions from scholars at all stages of their academic careers.

Opportunities for Theorizing and Praxis

- What mechanisms explain social and institutional change processes in the context of displacement, disruption, and division?
- What are tools and mechanisms for organizing around these challenges?
- What are the implications of displacement and disruption for institutional stability and embeddedness, as well as for the persistence of, or change in distinct inequality regimes?
- How can we buttress civil society and civility in the face of such challenges?
- Can conflict be beneficial in promoting voice and resistance to power in this current era of displacement, disruption, and division – and if so, how?
- What are the multilayered and multi-leveled processes for dealing with resistance and conflict in the face of grand challenges and wicked problems?
- How can institutions, organizations, and individuals, including scholars, respond more effectively to refugeeism, disenfranchisement, and economic dislocation?

Levels of Analysis

- What are the bottom-up and top-down processes behind mobilizing for change at and across different levels of organizing, and how are they shaping organizational, institutional, and societal responses to these types of upheaval?
- How can the examination of organizing around displacement, disruption, and division assist in better understanding the microfoundations of institutional change?

- What practices, unfolding at the micro and meso levels, foster civility and contribute to the healing of polarizing societal rifts?
- In what ways can civil society innovations be facilitated in the face of multiple and multifaceted global threats?

Global and Local Forms of Organizing

- How do geographical and place-based dynamics affect action and possibilities for change?
- What are examples of novel forms of organizations and organizing around these wicked problems and what can be learned from them?
- What are the key forces, patterns, and players involved in building local collaborations against a backdrop of global disruption and global agendas?
- In what ways can local collaborative partnerships be scaled up and replicated?
- What is the role of local organizations (e.g., SMEs, cooperatives, non-profits, public sector organizations, and civil society) in responding to displacement and disruption? What are innovative local patterns of organizing for responding to and mitigating the difficulties of disruptive global shifts (Höllerer et al., 2017)?

Institutional and Collective Identity Building Efforts

- What are the possibilities for cross-sectoral collaboration in the face of power differences?
- What are the possible roles for conflict management and peacemaking?
- How do we cultivate civility, engagement, and listening in the face of the polarization, hostility, and social demonization that arise as a consequence of displacement, disruption, and division? How do we reach across the ‘empathy wall’ (Hochschild, 2016), and what are the practical next steps?
- What are the identity dynamics (e.g., gender, race, class, religious) involved and what are the implications for various forms of tensions and responses, ranging from exclusionary backlash to inclusion? What can be learned through applying an identity lens to (re)analyzing disruption and displacement?
- What are the difficulties in working across differences in privilege and power and how can they be addressed?
- How are ‘deep stories’ and identities implicated in how persons and local populations respond to disruption, displacement, and division?

Submissions

The **13th Organization Studies Workshop** will take place on 24-26 May 2017, in Samos, Greece. Interested participants must submit an abstract by **December 5th, 2017**, through the conference’s website: www.os-workshop.com. Abstracts should be of no more than 1,000 words.

Authors will be notified of acceptance or otherwise by January 15th, 2018. Full papers must be submitted by **April 30th, 2018**.

The venue of the workshop is Doryssa Seaside Resort (www.doryssa.gr), in the south east part of Samos island, close to the historic site of Pythagorion. Samos is connected with frequent air services with Athens, the biggest Greek cities and during the tourist season with all Europe. The workshop venue, comfortable, beautiful, and situated by the sea, will provide an ideal setting for participants to relax and engage in authentic and creative dialogues. Further details on the logistics of the workshop will be published through the OS Workshop website (www.os-workshop.com).

Following the workshop, a Special Issue will be announced in *Organization Studies*. To be considered for publication, papers must be submitted via the OS website at <http://mc.manuscriptcentral.com/orgstudies> by October 31, 2018. There you can also find guidelines for submission and information on the review procedures. Please note that participation in the workshop is highly recommended (but not a prerequisite) if you intend to submit a paper to the Special Issue.

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