

## CURRICULUM VITAE

**Professor Marta B. Calás**

**June 2023**

Isenberg School of Management  
University of Massachusetts, Amherst  
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### EDUCATION:

Ph.D.	1987	University of Massachusetts - School of Management Major: Organization Studies Supporting field: Cultural Anthropology
M.B.A.	1970	University of California - Berkeley Graduate School of Business Administration Major: Organizational Behavior
B.B.A.	1966	University of Puerto Rico - Rio Piedras College of Business Administration Major: General Business

### UNIVERSITY EXPERIENCE:

University of Massachusetts – Amherst - 1986-present

Isenberg School of Management:  
Department of Management  
Assistant; Associate; Professor

Women, Gender, Sexuality Studies  
(Women's Studies Program until 2008)  
Adjunct Faculty, 1995-present.  
Acting Director – Jan-Dec. 1999

University of Puerto Rico – Mayaguez - 1972-1985

College of Business Administration,  
Assistant; Associate; Professor  
Assistant Dean for External Program Development, 1977-1979  
Acting Dean, 1984-1985

Univ of Gothenburg, Sweden. March 2012

Visiting Research Professor; School of Business, Economics and Law.

Åbo Akademi University – Åbo/Turku, Finland - Feb-June 2000

Fulbright Scholar, Institute of Women's Studies

University of Michigan - Ann Arbor; School of Business - Summer 1992

Visiting Associate Professor for AACSB-GMAC Minority  
Pre-doctoral Program (originator of the KPGM Ph.D.Project),

National Autonomous University of Honduras – Tegucigalpa - Jan.-November, 1980

Fulbright Scholar, Dept. of Business Administration

## AWARDS AND GRANTS

- 2020 Journal of Management Inquiry Outstanding Scholar Award (lifetime achievement award). Awarded by the Western Academy of Management (to M.B. Calás & L. Smircich) for scholarly contributions over the years.
- 2019 Rosa Luxemburg Award (lifetime achievement award). Awarded by the International Critical Management Studies Board for outstanding contributions to critical studies of organization (to M.B. Calás & L. Smircich). Conferred at the 11<sup>th</sup> ICMS bi-annual conference. The Open University. Milton Keynes, UK.
- 2017 Pasmore-Woodman Award (lifetime achievement award). Awarded by the Organization Change & Development division of the national Academy of Management to two or more colleagues who, for a sustained period of time, have maintained a significant working relationship that has resulted in work that is original and innovative, and that has informed ODC theory and practice. (to M.B. Calás & L. Smircich).
- 2010 Dean's Research Excellence Award for 2009-2010. Isenberg School of Management. University of Massachusetts, Amherst.
- 2006 Sage Scholarship Award (lifetime achievement award). Awarded by the Gender & Diversity in Organizations division of the national Academy of Management for contributions made by a body of work over the years (to M.B. Calás & L. Smircich).
- 2004 Public Service Endowment Grant, Office of Industry Liaison, University of Massachusetts, Amherst for the project "Extending Capabilities in an Emerging Cycling Service Industry". (M.B. Calás & B. Wooldridge (Co-PIs)).
- 1999 Fulbright Scholar – Åbo Akademi University – Institute for Women's Studies Åbo/Turku, Finland (for Spring term 2000).
- 1993 U.S. Department of Education Title VI 2 years - grant for internationalizing and globalizing the School of Management at the University of Massachusetts-Amherst. (M.B. Calás, P.I.).
- 1990 Ruffin Fellow in Business Ethics. Olsson Center for Applied Ethics, Darden School of Management, University of Virginia, Charlottesville, VA.
- 1989 Faculty Research Grant for the project "Understanding Small Business Owners' Organizational Approaches: Possible Influences of Gender Roles." University of Massachusetts-Amherst.
- National Science Foundation grant for the project: "The Relationship of Feminist Theories to the Ethics and Values of Organization Science" (with L. Smircich (P.I.) and R. Keele).
- Dorothy M. Harlow Award, Best Paper: "Using the 'F' Word: Feminist Theories and the Social Consequences of Organizational Research". Women in Management division of the Academy of Management (with L. Smircich).
- 1985 Small Business Administration Institutional Grant for the development of a Small Business Development Center at the University of Puerto Rico (with R. Asundi (P.I.) and A. Mann).
- 1982 US Department of Education Title VI 3 years grant for the development and implementation of internationalization programs at the College of Business Administration, UPR - Mayaguez (with R. Asundi (P.I.) and A. Mann).
- 1980 Fulbright Scholar, Jan-Nov. -National Autonomous University of Honduras- (for teaching and research in Central America).

## EDITORSHIPS

Founding Editor. ORGANIZATION: The Critical Journal of Organization, Theory & Society . Member of founding editorial team 1993 with Gibson Burrell, Mike Reed and Linda Smircich. Editor-in-chief team 1994-2004 with Gibson Burrell, Mike Reed, Linda Smircich; 2005-2010 with Linda Smircich Glenn Morgan, Martin Parker. - Editorial Advisory Board 2010-present.

**Marta B. Calás - 3**

Gender, Work & Organization – Member Editorial Board (since 1993) - Distinguished Advisory Board member (at present)

Organizações & Sociedade (Brazil) – Member Editorial Board (since 2019)

Qualitative Research in Organizations and Management – Member Editorial Advisory Board (since 2017)

Guest Editor Organization (with Zanoni, P.) Editors Pick – Diversity and Organizations. Selection of articles published in 1994-2013. Published online 2014.

[http://org.sagepub.com/site/Editors\\_Collections/Diversity\\_and\\_Organizations.xhtml](http://org.sagepub.com/site/Editors_Collections/Diversity_and_Organizations.xhtml)

Guest Editor Gender, Work & Organization (with L. Smircich, J. Tiernari, C. Ellehave) Special Issue on Gender & Ethnicity – published May 2010.

Guest Editor Scandinavian Journal of Management (with L. Smircich, C. Ellehave, C. Holgersson) Special Issue on “Diversity Management”? Translation? Travel? – published December 2009.

Guest Editor Academy of Management Review (with G. Jack, S. Nkomo, T. Peltonen) Special Topics Forum on International Management: Critique and New Directions – published October 2008

Guest Editor Academy of Management Review (with G. Morgan, L. Smircich) Special Issue on New Intellectual Currents in Organization and Management Theory – published July 1992.

Academy of Management Review -Member Editorial Board – 1993-1999 (two consecutive terms)

Journal of Management Inquiry – Editorial Member Reviews section – 1992-2001

## **PUBLICATIONS**

### **Articles and Chapters**

Ergene, S., & Calás, M. B. (2023). Becoming Naturecultural: Rethinking sustainability for a More-Than-Human world. Organization Studies, 0(0). <https://doi.org/10.1177/01708406231175293>

Calás, M.B. & Smircich, L. (2023) Organization studies, feminisms and new materialisms: On thinking-saying-doing otherwise. Ch. 1 in M.B. Calás & L. Smircich (eds.) A Research Agenda for Organization Studies, Feminisms and New Materialisms. Cheltenham, UK: Edward Elgar.

Jiang, X., Calás, M.B. & English, A.S. (2022), "Constructing the “self”? Constructing the “place”? A critical exploration of self-initiated expatriation in China", Journal of Global Mobility, 10 (3), 416-439. <https://doi.org/10.1108/JGM-06-2021-0064>. First published online January 2022.

Peredo, A. M., Abdelnour, S., Adler, P., Banerjee, B., Bapuji, H., Calás, M., Chertkovskaya, E., Colbourne, R., Contu, A., Crane, A., Evans, M., Hirsch, P., E. Osorio, A., Ozkazanc-Pan, B., Smircich, L., & Weber, G. (2022). We Are Boiling: Management Scholars Speaking Out on COVID-19 and Social Justice. Journal of Management Inquiry, 31(4), 339–357. <https://doi.org/10.1177/10564926221103480>

Calás, M.B. & Smircich, L. (2021) Mute, Mutation, and Mutiny: On the work of feminist epistemology. Journal of Management History, 27 (1) 141-162

Calás, M. B., & Smircich, L. (2018) Opening spaces and living in the limits: attempts at intervening in organization studies" In Research in Organizational Change and Development, 26, 389-420.

- Calás, M. B., Ergene, S. & Smircich, L. (2018). Becoming possible in the Anthropocene? Becoming-*socialentrepreneurship* as more-than-capitalist practice. Ch. 15 in P. Dey & C. Steyaert (eds.), Social Entrepreneurship: An Affirmative Critique. Cheltenham, UK: Edward Elgar. 264-293.
- Calás, M. B., Smircich, L. & Ergene, S. (2018) Postfeminism as new materialisms: A future unlike the present? Ch. 10 in P. Lewis, Y. Benschop, & R. Simpson (eds.) Postfeminism and Organization. Oxford, UK. Routledge. 197-228.
- Ergene, S., Calás, M.B., & Smircich, L.. (2018). Ecologies of sustainable concerns: Organization theorizing for the Anthropocene. Lead article, Special Issue: Gendering sustainability, the environment and organization. Gender, Work & Organization, 25 (3), 222-245. First published online August 2017.
- Calás, M.B. & Smircich, L. (2016) Feminist Theories of Organizations. In N. Naples, R. C. Hoogland, M. Wickramasinghe & A. Wong (Eds.), The Wiley-Blackwell Encyclopedia of Gender and Sexuality Studies. Hoboken: Wiley-Blackwell. 1-6.
- Porschitz, E., Smircich, L. & Calás, M.B. (2015) Drafting 'Foot Soldiers': The Social Organization of the War for Talent, Management Learning, 47 (3), 343-360.
- Ozkazanc-Pan, B. & Calás, M.B. (2015) From Here to There and Back Again: Transnational Perspectives on Diversity in Organizations. In R. Bendl, I. Bleijenbergh, E. Henttonen & A. Mills (Eds.) The Oxford Handbook of Diversity in Organizations. London: Oxford University Press: 575-602..
- Calás, M.B. & 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., & 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. , & Smircich, L., (2013) " 'Woman' on the move: Mobile subjectivities after Intersectionality", Equality, Diversity and Inclusion, 32 (8): 708-731.
- Bourne, K. & Calás, M.B. (2013) Becoming 'real' entrepreneurs: Women and the gendered normalization of 'work'. Gender, Work & Organization, 20 (4): 425-438.
- Calás, M.B. & 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, pp. 411-428. London: Wiley-Blackwell.
- Calás, M.B., Smircich, L., Tienari, J. & Ellehave, C.F.(2010). Observing globalized capitalism: gender and ethnicity as entrypoint. Gender, Work & Organization (introduction to special issue), 17 (3) 243-247.
- Calás, M.B., Holgersson, C. & Smircich, L. (2009). "Diversity management" Translation? Travel? Scandinavian Journal of Management (introduction to special issue), 25 (4) 349-351.
- Calás, M.B., Smircich, L. & Bourne, K. (2009) Extending the boundaries: Reframing 'entrepreneurship as social change from feminist perspectives. Academy of Management Review, 34 (3) 552-569.

- Calás, M.B. & Smircich, L. (2009). Feminist perspectives on gender in organizational research: What is and is yet to be. Chapter 15 in D. Buchanan and A. Bryman (Eds.) Handbook of Organizational Research Methods, pp. 246-269. London: Sage.
- Calás, M.B. (2008) The wedge or the doorstep? Gender, Work & Organization, 15 (3) 298-302.
- Jack, G., Calás, M.B., Nkomo S.M. & Peltonen, T. (2008) Critique and international management: an uneasy relationship? Academy of Management Review, 33 (4) 870-884.
- Calás, M.B. (2008) Entry: Transnational/(Post)Colonial Feminist Theorizing. International Encyclopedia of Organization Studies, S. Clegg & J. R. Bailey (Eds.). V. 4, pp. 1568-1571. London: Sage.
- Calás, M.B., Smircich, L. and Bourne, K. (2007) Knowing Lisa? Feminist analyses of gender and entrepreneurship. In D. Bilimoria and S.K. Piderit (Eds.), Handbook of Women in Business and Management, pp. 78-105. Northampton: EElgar Publishing.
- Calás, M.B. and Smircich, L. (2007) Feminist theorizing: Reforming? Performing? Transforming? The organizational subject. In D. Barry & H. Hansen (Eds.), Sage Handbook of the New & Emerging in Management and Organization, pp. 359-361. London: Sage.
- 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 ( 2<sup>nd</sup>. edition), pp. 284-346. London: Sage.
- Søndergaard, M., Calás, M.B. and Donnelly, P.F. (2004) At a distance: Learning about cross-cultural virtual teams in an international management course. In C. Wankel R. DeFillippi, (Eds.), The Cutting Edge of International Management Education, pp. 167-200. Greenwich, CT: Information Age Publishing.
- Calás, M. B. and Smircich, L. (2004) Revisiting 'Dangerous Liaisons' or Does the 'Feminine-in-Management' still meet 'Globalization'? In P.J. Frost, , W.R. Nord, & L.A. Krefting, (Eds.), Managerial and Organizational Reality: Stories of Life and Work, pp. 467-481. Upper Saddle River: Prentice- Hall.
- Calás, M. B. and Smircich, L. (2004) At home from Mars to Somalia: Recounting organization studies. In C. Knudsen & H. Tsoukas (Eds.), The Oxford Handbook of Organization Theory: Meta-theoretical Perspectives, pp. 596-606. London: Oxford University Press.
- Calás, M. B. and Smircich, L. (2003) To be done with progress and other heretical thoughts for organization and management studies. In Locke, E. (ed.), Postmodernism and Management: Pros, Cons, and the Alternative, pp. 29-56. Research in the Sociology of Organizations, Volume 21. Amsterdam: JAI.
- Calás, M. B. and Smircich, L. (2000) Ignored for 'good reason' : Beauvoir's philosophy as a revision of social identity approaches. Journal of Management Inquiry 9 (2) 193-199.
- Calás, M.B. and Smircich, L. (1999) Past postmodernism? Reflections and tentative directions. Academy of Management Review, 24, 649-671.
- Calás, M.B. (1999) Barry Turner for the ages of living dangerously: Risk, 'New Capitalisms' and life in the coming century. Organization Studies, 20, 683-694.
- Mir, R.A., Calás, M.B. and Smircich, L., (1999) Global Technoscapes and Unborn Voices: Challenges to Theorizing Global Cooperation. In D. Cooperrider, & J. Dutton (Eds.) Organizational Dimensions of Global Change, pp. 270-290. Thousand Oaks: Sage..

- Calás, M. B. and Arias, M.E. (1998) Understanding Latin American Organizations: Transformation or Hybridization? In Motta, F.P. & M. Caldas (Eds.), Brazilian Culture and Organizations. São Paulo: Atlas.
- Calás, M.B. and Smircich, L. (1997) ¿Predicando la Moral en Calzoncillos?: Feminist Inquiries into Business Ethics. In A. Larson & R.E., Freeman, (Eds.) Women's Studies and Business Ethics (Ruffin Lecture Series on Business Ethics), pp. 50-79. New York: Oxford University Press.
- Czarniawska, B. and Calás, M.B. (1997) Another Country: Explaining Gender Discrimination with 'Culture'. Administrative Studies, 4, 326-341.
- Calás, M.B. and Smircich, L. (1997) Post-culture: Is the Organizational Culture Literature Dominant but Dead? Comportamento Organizacional e Gestão, 3 (1) 29-56. Reprinted in M. Pina e Cunha & C. Alves Marques (Eds.) (1999) Readings in Organization Science: Organizational Change in a Changing Context, pp. 67-100. Lisbon: ISPA.
- Alvarez, R. and Calás, M.B. (1996) Global Organizations and the Global Data Highway: For Whom a Freeway? For Whom a Tollroad? In E.M. Roche & M. J. Blaine (Eds.), Information Technology, Development and Policy: Theoretical Perspectives and Practical Challenges, pp. 27-43. Aldershot, UK: Avebury.
- Calás, M.B. and Smircich, L. (1996) From 'The Woman's' Point of View: Feminist Approaches to Organization Studies. Chapter 1.8 in S. R. Clegg, C. Hardy, & W. R. Nord (Eds.) Handbook of Organization Studies, pp. 218-257. London: Sage.
- Calás, M.B. (1993) Deconstructing Charismatic Leadership: Re-reading Weber from the Darker Side. Leadership Quarterly, 4 (3/4), 305-328.
- Calás, M.B. and Smircich, L. (March/April 1993) Dangerous Liaisons: The "Feminine-in-Management" Meets "Globalization." Business Horizons, 36 (2) 73-83. Reprinted in P. Frost, V.F. Mitchell, & W. Nord (Eds.) Managerial Reality, pp. 164-180. New York: Harpers Collins.
- Calás, M.B. (1992) An/Other Silent Voice?: Representing "Hispanic Woman" in Organizational Texts. In A.J. Mills, & P. Tancred (Eds.) Gendering Organizational Theory, pp. 201-221. Newbury Park: Sage.
- Calás, M.B. and Smircich, L. (1992) Using the "F" Word: Feminist Theories and the Social Consequences of Organizational Research. In A.J. Mills & P. Tancred (Eds.) Gendering Organizational Theory, pp. 222-234. Newbury Park: Sage.
- Calás, M.B. and Smircich, L. (1992) Re-Writing Gender into Organizational Theorizing: Directions from Feminist Perspectives. In M. Reed & M. Hughes, (Eds.) Rethinking Organization: New Directions in Organization Theory and Analysis, pp. 227-253. London: Sage.
- Calás, M.B. and Smircich, L. (1991) Voicing Seduction to Silence Leadership. Organization Studies, 12 (4) 567-601. Reprinted in K. Grint, (ed.) (1997) Leadership: Classical, Contemporary and Critical Approaches. Ch. 17. Oxford: Oxford University Press.
- Calás, M. B. and Smircich, L. (1991) Masquerade: Organizational Culture as Metafiction. In P.J. Frost, L.F. Moore, M.R. Louis, C.C. Lundberg, & J. Martin. (Eds.) Reframing Organizational Culture, pp. 311-326. Newbury Park: Sage.
- Mann, A.J. and Calás, M.B. (1990) The Luxury Unemployment Hypothesis: Empirical Evidence from Puerto Rico. Revista/Review Interamericana, XX (1/2): 71-94.
- Calás, M.B. and McGuire, J.B. (1990) Organizations as Networks of Power and Symbolism. In B. Turner (ed.) Organizational Symbolism, pp. 95-113. Berlin: de Gruyter.

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

Smircich, L. and Calás, M.B. (1987) Organizational Culture: A Critical Assessment. In F.M. Jablin, L.L. Putnam, K.H. Roberts & L.W. Porter (Eds.) The Handbook of Organizational Communication, pp. 228-263. Newbury Park: Sage.

## Reviews

Calás, M.B. (1992) book review of Work Psychology and Organizational Behavior, W. Hollway. Academy of Management Review, Vol 17, no. 4, 812-818.

Calás, M.B. and Smircich, L. (1990) Thrusting Toward More of the Same with the Porter-McKibbin Report. Special book review essay. Academy of Management Review, Vol. 15, no. 4, 694-705.

## Edited Books

Calás, M.B. and Smircich, L. (Eds.) (January 2023) A Research Agenda for Organization Studies, Feminisms and New Materialisms. Cheltenham, UK: Edward Elgar.

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

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

## Textbook

Williams, C. and Calás de Birriel, M. (1984) Conducta Organizacional. Cincinnati: South-Western Publishing.

## PROFESSIONAL CONFERENCE PAPERS, SYMPOSIA, AND PDW (COMPETITIVE)

### Academy of Management National Meetings

Calás, M.B. Presenter in Symposium *Developing a Research Agenda for Climate Justice in Management and Organization Studies*. Showcase Symposium. Academy of Management meetings. Boston, August 7, 2023

Calás, M.B. & Smircich, L. *What Would it Take to Organize for a Better World? Thinking with Feminist New Materialisms* Symposium organizers and presenters, Showcase symposium. Academy of Management meetings. Seattle, August 5, 2022.

Ergene, S. & Calás, M.B. Reclaiming Sustainability through Organic Cotton Seeds. Critical Management Studies Division. Academy of Management meetings. August 1, 2021. **Winner of the Best Critical Business Ethics paper, awarded by the Journal of Business Ethics**

Calás, M.B. & Smircich, L. *Research Trajectories in Organizational Change & Development: Conversations with ROCD 26 Authors*. Presenter Symposium, Academy of Management meetings, Chicago, August 14, 2018

Calás, M.B. & Smircich, L. *Reflections on the Past, Present and Future of CMS: Setting an Agenda for Action and Activism*. Presenter Symposium. Academy of Management meetings, Chicago, August 13, 2018

Calás, M.B., Smircich, L. & Ergene, S. Symposium organizers and presenters: *Organizing in/for the Anthropocene: Radical Transdisciplinary Thinking Planetary Boundaries, Sustainability, Climate Shock, Becoming Posthuman*. Showcase Symposium, Academy of Management Meetings, Atlanta, August 7, 2017

- Calás, M.B. & Smircich, L. Presenters in Symposium: *Is There Any Learning from the Lean-in(g)?*. Savita Kumra and Isabel Metz, chairs. Showcase Symposium, Academy of Management Meetings, Vancouver, August 10, 2015.
- Calás, M.B. & Smircich, L. Symposium chairs and presenters, *Hot Words & the Politics of Language*, All Academy Theme Symposium. Academy of Management Meetings, Philadelphia, August 3, 2014
- 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, M.B., Transnational entrepreneuring: Doing micro-political selves. Discussion paper presented at the Academy of Management Meetings, San Antonio, August 15, 2011.
- Calás, M.B. & Smircich, L. Presenters in Symposium *Caring is Daring?: The Potential of Critical Gender and Diversity Studies for Organizational Change*. Marieke van den Brink, chair. Academy of Management Meetings, Showcase Symposium, Montreal, August 9, 2010.
- Calás, M.B. & Smircich, L. Symposium organizers and presenters: *Notes from the Underground: "Wives of the Organization" and the Perils of Caring to Dare..* Academy of Management Meetings, GDO division, Montreal, August 9, 2010.
- Ou, H., Calás, M.B., & Smircich, L. The transmigration of Chinese women professionals: A transnational feminist analysis. Paper presented at the Academy of Management Meetings, GDO division, Montreal, August 10, 2010.
- Calás, M.B. & Smircich, L. *After the Fall: Saving Management Knowledge from Itself?* Symposium Chairs/Presenters. Academy of Management Meetings. CMS division. Chicago, August 10, 2009.
- Jack, G., Calás, M.B., Nkomo S.M. & Peltonen, T. *Questions We Should Ask in International Management?* Symposium Chairs/Presenters. Academy of Management Meetings. All Academy Symposium. Anaheim, August 12, 2008.
- Calás, M.B. & Smircich, L. "Embodying discourse: Reforming, performing, transforming 'The Discursive Turn'". Paper presented in the symposium *The Discursive Turn: So What?* H. Willmott and A. Contu, co-chairs. Academy of Management Meetings, OMT/CMS/RM divisions. Atlanta, August 14, 2006.
- Bourne, K. A., Calás, M. B. & Smircich, L. Knowing 'entrepreneurship' through feminist epistemologies. Paper presented at the Academy of Management Meetings, GDO division, Atlanta, August 14, 2006.
- Wooldridge, B., Calás, M.B. & Osorio, A. Growing on lifestyle: Toward an emergent process model of regional cluster development. Paper presented at the Academy of Management Meetings, OMT Division. Honolulu, HI. August 9, 2005.
- Calás, M. B. Reframing 'democracy, diversity and multiculturalism': Towards a transnational organizational discourse. Symposium paper presented in the symposium *Democracy, Diversity and Dialogue: Contextualizing Difference*. M. Janssens and C. Steyaert, co-chairs. Academy of Management Meetings, All Academy Symposium. Seattle, WA. August 5, 2003.
- Calás, M.B. & Smircich, L. – Organizers. Symposium *Organizing Democracy: 19th Century "isms" for the 21st Century World*. Academy of Management Meetings, OMT, MH Divisions and CMS Interest Group. Seattle, WA. August 4, 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. Academy of Management Meetings, OMT, MH Divisions and CMS Interest Group. 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 at the Academy of Management Meetings, GDO Division. Denver, August 12, 2002.
- Calás, M.B. & Smircich, L. - Organizers and co-chairs. Symposium *Globalization & Knowledge Activism from Malaysia, India and Mexico: Networking Among Disciplines*. Academy of Management Meetings, IM, OMT, RM Divisions. Denver, August 14, 2002.
- Calás, M.B. & Smircich, L. Discussants. Symposium "Gender, Information Technology and Organizations: New Directions for Theory, Research and Governance". J.E. Fountain, chair. GDO and PN Divisions. Washington, D.C. August 8, 2001.
- Calás, M.B. & Smircich, L. We're already political but are we activists?: Knowledge creation as a political act. Symposium paper presented in the symposium *Confronting The Powers That Be: Should The Gender and Diversity in Organizations Division Pursue An Activist Agenda?* Academy of Management Meetings, GDO Division. Washington, D.C. August 7, 2001.
- Calás, M.B. & Smircich, L. – Organizers and co-chairs. Showcase symposium *The University in New Times: The House of Knowledge in the Age of Globalization and the Market Economy*. Academy of Management Meetings, OMT, IM, MED Divisions. Toronto, Canada, August 7, 2000.
- Sondergaard, M., Lemmergaard, J., Calás, M.B. & Donnelly, P. The virtual university: Learnings in international management. Symposium paper presented in the Showcase symposium *The University in New Times: The House of Knowledge in the Age of Globalization and the Market Economy*, M. B. Calás and L. Smircich, co-chairs. Academy of Management Meetings, OMT, IM, MED Divisions. Toronto, August 7, 2000.
- Calás, M.B. – Presenter in the Showcase symposium *Gente de Corazón: The Influence of Hispanic Culture on Organizational Culture and Practices*, D. L. Stone & S.E. Newell, co-chairs. Academy of Management Meetings, GDO, HR, OB Divisions. Toronto, Canada, August 8, 2000.
- Calás, M.B. & Smircich, L. "Ignored for 'good reason'?" Symposium paper presented in the symposium *Feminism/Otherness: Celebrating Journeys of Change and Discovery on the 50<sup>th</sup> anniversary of Beauvoir's The Second Sex and the Verge of a New Millenium*. L. A. Krefting, chair. Academy of Management Meetings, GDO, MOC Divisions. Chicago, August 9, 1999.
- Calás, M.B. Presenter in the All Academy symposium *Challenges to Affirmative Action in Admissions: Action Implications for Management Education in the Academy*. P.J. Frost, chair. Academy of Management Meetings, Boston, MA, August, 11, 1997.
- Calás, M.B. Presenter in the All Academy symposium *Management Theory: Induction or Deduction, for the Management Profession or for Ourselves?* E. Abrahamson, chair. Academy of Management Meetings, Boston, MA, August, 12, 1997.
- Calás, M.B. Re-membering HRM: Which hu-man? What re-sources? Whose man-age-ment? Symposium paper presented in the symposium *How Human is Human Resource Management?* M. Janssens, chair. Academy Management Meetings, WIM Division, Boston, MA, August, 13, 1997.
- Calás, M.B. & Smircich, L. – Organizers and co-chairs. Symposium *Neodisciplinarity: Learning from an Unusual Event and Sustaining Conversations: Toward a Transdisciplinary Organization Studies*. Academy of Management Meetings, Cincinnati, OH, August 1996.
- Calás, M.B. & Smircich, L. – Neodisciplinarity for whom? Different organizations and a plurality of constituents. Symposium paper presented in the symposium *Neodisciplinarity: Learning from an Unusual Event and Sustaining Conversation Toward a Transdisciplinary Organization Studies*, Academy of Management Meetings. Cincinnati, OH. August 1996.

- Calás, M.B. & Smircich, L. Gendering organizational learning: Representation, subjectivity and 'The Woman's' point of view. Symposium paper presented in the symposium *Representation: Learning from an Unusual Event About Unusual Research*, W. Nord, chair. Academy of Management Meetings. Cincinnati, OH. August 1996.
- Calás, M. B. & Arias, M.E. – Organizers, co-chairs and presenters. Symposium *Understanding Latin American Organizations: Transformation or Hybridization?* Academy of Management Meetings, IM, OMT Divisions, Vancouver, Canada, August 8, 1995.
- Calás, M.B. & Smircich, L. Discussants/Facilitators. Innovative Symposium “Sex, Lies and Hypertext: Women’s Bodies in Men’s Organizations”. K. Krug and P. Piller, organizers and presenters. OB, WIM Divisions. Vancouver, August 7, 1995.
- Calás, M.B. Love and war in the 'feminine language': Communicative strategies for organizational analysis. Symposium paper presented in the Showcase symposium *Reducing Barriers to Organizational Understanding?* M. Janssens and C. Steyaert, co-chairs. Academy of Management Meetings, Dallas, TX. August 1994.
- Alvarez, R. & Calás, M.B. Freeway or toll road? Emerging organizations in the global data highway. Paper presented at the Academy of Management Meetings, OCIS Division, Dallas, TX. August 1994.
- Calás, M.B. & Smircich, L. – Organizers and co-chairs. Symposium *Unbounding Organizational Analysis: Questioning Globalization Through Third World Women's Voices*. Academy of Management Meetings, WIM, IM Divisions, Atlanta, GA. August 1993.
- Calás, M.B. Testimonios de mis hermanas: Research approaches from the Third World. Symposium paper presented in the symposium *Unbounding Organizational Analysis: Questioning Globalization Through Third World Women's Voices*, M. B. Calás and L. Smircich, co-chairs. . Academy of Management Meetings WIM, IM Divisions, Atlanta, GA. August 1993.
- Calás, M.B. Presenter in the All Academy symposium on *Teaching*, P. Frost and C. Fukami, co-chairs. Academy of Management Meetings. Atlanta, GA. August 1993
- Calás, M.B., Jacobson, S.W., Jacques, R. & Smircich, L. Is a woman-centered theory of management dangerous? Paper presented at the Academy of Management Meetings, WIM Division. Miami, FL., August, 1991.
- Smircich, L. & Calás, M.B. What feminist theory offers organization and management theory. Symposium paper presented in the symposium *(Re)Visions of Organization and Management Theory from Feminist Perspectives*, L. Smircich, chair. Academy of Management Meetings. San Francisco, CA. August, 1990.
- Calás, M.B., Jacobson, S.W., Jacques, R., & Smircich, L. The X in Y: Gendering McGregor's discourse of control. Symposium paper presented in the symposium *(Re)Visions of Organization and Management Theory from Feminist Perspectives* L. Smircich, chair. Academy of Management Meetings. San Francisco, CA. August, 1990.
- Calás, M.B. and Smircich, L. (1989) Using the "F" Word: Feminist Theories and the Social Consequences of Organizational Research. *Best Papers Proceedings*, 355-359. National Academy of Management, Washington, D.C. Winner of the Dorothy M. Harlow Award.
- Calás, M.B. An/other silent voice: Organization theory and research on Hispanic populations. Symposium paper presented in the symposium *Research on Race Effects*, T. Cox, chair. Academy of Management Meetings, Washington, D.C., August 1989.
- Calás, M.B. "Gendering" leadership: The differ(e/a)n(e)ce that matters. Paper presented at the Academy of Management Meetings, WIM Division. Anaheim, CA, August 1988. Finalist in the Dorothy M. Harlow Award competition.

**Marta B. Calás - 11**

Calás, M.B. "The unavoidable contextual and cultural bases of attribution of leadership research: A literature/literary critique." Paper presented at the Academy of Management Meetings, OB Division. Chicago, IL, August 1986.

Calás, M.B. & Smircich, L. The metaphor of text/The paradigm of reading: Interpreting organization. Paper presented at the Academy of Management Meetings, OC Division. San Diego, CA, August 1985.

***Academy of Management National Meetings – PDWs***

Professional Development Workshop. 'Doing Organization Studies with Feminisms and New Materialisms' M.B. Calás and L. Smircich, organizers and two of eleven presenters. Critical Management Studies Division. Seattle, August 6, 2022.

Professional Development Workshop, 'Classics of Management and Organization Theory: (Forgotten) Women In Organizational Scholarship'. M.B. Calás (one of six presenters). Organizers: Pedro Monteiro and Greetje F. Corporaal,. Organization and Management Theory Division. July 31, 2021

Professional Development Workshop, 'Feminist Dialogues and Management Education: Scholarly Activism, Curriculum Redesign, and Student Engagement'. Charlotte Karam, Claudia Youakim and Marta B. Calás - Co-organizers and discussants PDW - Gender and Diversity in Organizations Division. August 3, 2021

Professional Development Workshop. "Socialism in Management Thought and Practice: Past, Present, Future" S. Ergene, M.B. Calás & L. Smircich, presenters. Sponsored by the OMT and CMS divisions. Boston, August 9, 2019.

Professional Development Workshop. "Researcher's Guide to the Anthropocene: Learning from Foundations of ONE". M.B. Calás, presenter. Sponsored by the ONE division. Chicago, August 11, 2018.

Professional Development Workshop. "After Climate Denying? Possibilities for/in the Anthropocene" Organizers and presenters, S. Ergene, M.B. Calás & L. Smircich, Sponsored by the CMS, ONE, SIM divisions. Atlanta, August 5, 2017.

Professional Development Workshop. "Gendering Governance, Governing Gender". M.B. Calás & L. Smircich, Presenters, Sponsored by the GDO, OMT, CMS divisions. Vancouver, August 8, 2015

Professional Development Workshop "Questions of Inequality: Gender, Race, Class, Intersectionality and Beyond." Organizers and presenters M.B. Calás & L. Smircich, PDW, Sponsored by the GDO, OMT, CMS divisions, Philadelphia, August 2, 2014

Professional Development Workshop: "Is Postcapitalist Organization & Management Possible?: Some Answers to Matters of Concern" Organizers and presenters M. B. Calás, S. Nkomo, S. Healy & L. Smircich, All Academy Theme PDW. Orlando, Aug 11, 2013

Preconference Symposium "Scholars Who Dared to Care: Insights from Sage Scholarly Contribution Awardees" GDO, CAR, HR, MED, Divisions. Montreal, Canada, August 7, 2010

Professional Development Workshop: "Institutional Ethnography in Feminist Organizational Research: A session with distinguished sociologist Dorothy E. Smith". Co-organizers K. Bourne, M. B. Calás, V. Chio, E. Porchitz, & L. Smircich. GDO, RM, CMS Divisions. Montreal, Canada, August 7, 2010

Professional Development Workshop: "Ask the Experts: Publishing SIM & ONE Research in Top Journals". A. G. Scherer and DS Siegel, organizers. Presenters: M.B. Calás, T. Dacin, S. Floyd, M. Kacmar, R. Nielsen, L. Smircich, L. Trevino, G. Weaver. SIM & ONE Divisions. August 10, 2008.

Master Class: "Feminist Theories & Organization Studies" M. B. Calás & L. Smircich, designers, co-organizers and instructors. GDO Division. Philadelphia, PA, August 4, 2007.

## **Marta B. Calás - 12**

Professional Development Workshop: "The Uneasy Marriage Between Feminism and Critical Management Studies". M.B. Calás & L. Smircich, presenters. CMS & GDO Divisions. Atlanta, GA, August 13, 2006.

Professional Development Workshop: "Philosophies of Organizational Research: What Difference do they Make?". RM, MH Divisions, CMS Interest Group. Presenters R. Mir, J. Jermier, M.B. Calás & L. Smircich, New Orleans. August 6, 2004.

Professional Development Workshop. "Editors Panel." With L. Smircich and G. Morgan. Invited as editors of Organization, along with editors of ASQ, AMJ, AMR, SJM, Org Science, J of Mgt Studies. OMT, OB, ODC, MOC Divisions. August 8, 2004.

Professional Development Workshop: "Tripping on Qualitative Research: Ask the Experts". RM Division. Presenters M.B. Calás, L. Smircich, R. Mir & A. Mir. Denver, August 11, 2002

Professional Development Workshop: "The State of the Debate: A Critical Review and Future Directions Re. Spirituality in the Workplace". MSR, CMS Interest Groups. M.B. Calás & L. Smircich, presenters. Denver, August 10, 2002.

Professional Development Workshop: "Cooking up qualitative research: Ask the experts." RM Division. Presenters M.B. Calás, L. Smircich, R. Mir & A. Mir.. Washington, D.C. August 4, 2001

Professional Development Workshop: "What's Critical about Critical Management Studies?" CMS Workshop. Presenters P. Adler, M.B. Calás, E. Foldy, C. Hardy, J. Jermier. Toronto, August 5, 2000

Professional Development Workshop: "Critical Research in the Management Journals: Problems and Prospects". CMS Workshop. Editors panel with C. Stephens, S. Nkomo, J. Walsh, M.B. Calás, L. Smircich, K. Smith, T. Lee, R. Loveridge, J. Jermier, D. Palmer, P. Werhane, T. Tinker, D. Knights, D. Boje, P. Hirsch. Toronto, August 5, 2000.

Professional Development Workshop: "Situational and Cultural Factors Affecting Managerial Effectiveness in Latin America". Sponsored by the IberoAmerican Academy of Management. Presenters C. Alcerreca, M.B. Calás, T. Khanna, K. Palepu, S. Werner, C. Gomez, R. Kennedy, A. Nosnik. Chicago, August 7, 1999.

Pre-conference Workshop: "Breaking Borders – GDO at the End of Discipline(s)". GDO Division. M.B. Calás, L. Smircich & J. Bickham-Méndez. San Diego, August 9, 1998.

Pre-conference Workshop: "The Craft of Reviewing". BPS Division. M.B. Calás & L. Smircich presenters. Cincinnati, August 1996.

Pre-conference Workshop: "Models of Strategic Leadership". BPS Division. M.B. Calás & L. Smircich, presenters. Vancouver, August 1995.

Pre-conference Workshop: "A Decade Review of the Gender Perspective". WIM Division. Presenters M.B. Calás, E. Fagenson, A. Murrell & L. Smircich. Dallas, August, 1994.

Pre-conference Workshop. "In a Published Voice: Getting Diversity Research into Journals". WIM Division. Presenters, M.B. Calás, R. Ely, C. Gersick, B. Gutek, S. Nkomo & E. Yakura. Dallas, August 1994.

Pre-Conference Workshop. "Feminist Approaches to Organization and Management Theory" Co-organizers and presenters M.B. Calás & L. Smircich. WIM Division. Miami, August 1991.

## **European Group of Organization Studies (EGOS)**

Calás, M.B. and Ergene, S. 'For inclusivity in the Anthropocene, change the subject: Neither systems, nor levels, nor grand challenges'. Paper presented at SWG 15 - Organization Studies in the Anthropocene: System Change, Not Climate Change. 37<sup>th</sup> EGOS Colloquium, Amsterdam, Netherlands (the colloquium was virtual via EGOS online platform) July 8, 2021

## **Marta B.Calás - 13**

- Calás, M.B. Participant in Pre-Colloquium PDW Taking Sides: Activism, Knowledge Production and Education in the Climate Crisis. 36<sup>th</sup> EGOS Colloquium. Hamburg, Germany, July 1, 2020 (the colloquium was virtual via EGOS online platform)
- Calás, M.B., Ergene, S “Re-claiming “the subject” for the Anthropocene: Necessary struggles over materiality and representation in organization theory”. Paper presented at sub-theme Discursive and Material Struggles over the Natural Environment. 35<sup>th</sup> EGOS Colloquium. Edinburgh, Scotland, July 2019.
- Calás, M.B., Ergene, S. & Smircich, L. "Re-imagining 'Inequality' and 'Diversity' as Postcapitalist Practices". Paper presented at sub-theme Critical Approaches to Organizing and Managing Diversity. 30<sup>th</sup> EGOS Colloquium, Rotterdam, The Netherlands, July 2014.
- Ergene, S., Calás, M.B., & Smircich, L. “Entrepreneurial Movements: Developing a Moving Theoretical Lens for Novel Modes of Organizing”. Paper presented at sub-theme Processes of Organizational Creativity: Collective Entrepreneurship, Co-Creation and Collaborative Innovation. 29<sup>th</sup> EGOS Colloquium, Montreal, Canada, July, 2013
- Calás, M.B., Ou, H. & Smircich, L. “Transnationalism after intersectionality: Reassembling mobile subjectivities?” Paper presented at sub-theme Practices of Intersectionality in Organizations. 27<sup>th</sup> 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. 27<sup>th</sup> 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? 26<sup>th</sup> EGOS Colloquium. Lisbon, Portugal, July 2010.

## **Other European Conferences**

- Ergene, S., Calás, M.B. & Smircich, L. "Possibilities for Imagining Alternative Organizations from Postcapitalist Politics". The 9<sup>th</sup> International Conference in Critical Management Studies - University of Leicester, UK, July 2015
- Ergene, S., Calás, M.B., & Smircich, L. “Re-imagining Sustainability: Feminist Perspectives and Organizational Scholarship”. Gender, Work and Organization 8<sup>th</sup> Biennial International Interdisciplinary Conference - Keele University; Staffordshire, UK. June 2014.
- Calás, M.B. and Arias M.E. “Interrupciones: Other re-presentations for a "cultured" organization literature.” Paper presented at the Standing Conference on Organizational Symbolism, Copenhagen, Denmark, June 1991.
- Calás, M.B. and Smircich, L. Voicing Seduction to Silence Leadership. Paper presented at the Standing Conference on Organizational Symbolism, Fontainebleau France, June 1989.
- Calás, M.B. and Smircich, L. “Post-culture: Is the organizational culture literature dominant but dead?” Paper presented at the Standing Conference on Organizational Symbolism, Milan, Italy, June 1987.

## **Other Conference Refereed Proceedings Papers**

- Czarniawska-Joerges B. and Calás, M.B. (1995) Un/Gendering Selves: Interpreting Identity, Culture, Profession. Proceedings of the Standing Conference on Organizational Symbolism. Turku, Finland.
- Calás, M.B. (1993) Minerva's Owl: Global Organizations and the New Nationalisms. Proceedings of the Standing Conference on Organizational Symbolism. Collbató, Spain.
- Chio, V.C.M. and Calás, M.B. (1991) Understanding Small Business Owners' Organizational Approaches: Possible Influences of Gender Roles. Proceedings of the Eastern Academy of Management. Hartford, CT.

**Marta B. Calás - 14**

- Randall, L.M. and Calás, M.B. (1991) Transaction Costs, Strategy, or Personal Satisfaction for Goslow Corporation: Teaching the Relationship Between Efficiency and Bankruptcy Through the "Eyes" of Illustrious Theorists. Proceedings of the Eastern Academy of Management. Hartford, CT.
- Calás, M.B. (1990) Maquiladoras: The Multiple Realities of International Management. Proceedings of the Eastern Academy of Management. Buffalo, NY. *Finalist of the Best Experiential Exercise competition.*
- Calás, M.B. (1988) Who is a Manager?: An Experiential Exercise on Race, Ethnic, and Gender Stereotyping. Proceedings of the Eastern Academy of Management. Washington, D.C. *Finalist of the Best Experiential Exercise competition*
- Mann, A.J. and Calás, M.B. (1985) The Luxury Unemployment Hypothesis and the Case of Puerto Rico. Proceedings of the Caribbean Studies Association. San Juan, PR.
- Calás, M.B. (1984) Experiential Learning as Phenomenology: A Demonstration. Proceedings of the Eastern Academy of Management. Montreal, Canada.
- Calás, M.B. (1984) Putting Experience Back into Experiential Learning. Proceedings of the Association for Business Simulation and Experiential Learning. Honolulu, Hawaii.
- Calás, M.B., Colón M. and Romaguera, J.M. (1982) Relationship Between Cognitive Style Maps and Preference for Experiential Learning in Undergraduate Students. Proceedings of the Association for Business Simulation and Experiential Learning. Phoenix, AZ.
- Calás, M.B. (1981) Puerto Rican Consumers Perceptions of the Legislation that Protect Them. Proceedings of the Third Symposium for Hispanic Business and Economy. Chicago, IL.
- Calás, M.B. and Ríos, R.R. (1981) Consumer Attitudes toward Reused Water in Puerto Rico Revisited. Proceedings of the American Water Works Association, Second Symposium of Water Reuse. San Juan. PR.
- Calás, M.B. and Vélez-Arocho, J.I. (1979) Hispanic Participation in High Managerial Positions in National and Multinational Firms in Puerto Rico. Proceedings of the Second Symposium for Hispanic Business and Economy. Miami, FL.
- Calás, M.B. (1979) Experiential vs. Traditional Classroom Approaches in the Basic Management Course: A Puerto Rican Experience. Proceedings Association for Business Simulation and Experiential Learning. New Orleans, LA
- Calás, M.B. (1979) The Junior Achievement Applied Management Program as a Compromise Situation between the Simulation and the Internship. Proceedings Association for Business Simulation and Experiential Learning. New Orleans, LA.

**Academy of Management Regional Meetings – Workshops and Symposia**

- Calás, M.B. Presenter in the interactive workshop Internationalizing the Business School: Are We There Yet? Eastern Academy of Management, New Haven, CT, May 2, 2002.
- Calás, M.B. Organizer and panelist in Symposium Crossing Borders: Challenges for Teaching and Learning in a Global Economy. Plenary session. Eastern Academy of Management International. San José, Costa Rica, June 18, 2001.
- Calás, M.B. Presenter in the session The Academic Journey: Sustaining Energy Through Transitions. Eastern Academy of Management, Philadelphia, PA, May 15, 1999.
- Calás, M.B & Smircich, L. Inessential bodies: From The Affluent Society to 'A Brave New Darwinian Workplace. Symposium paper presented in the symposium The New Discourses of Employment. P. Hirsch, chair. Western Academy of Management, March 26, 1998.

**Marta B. Calás - 15**

Calás, M.B. Gendered research: Deconstructing the categories. Symposium paper presented in the symposium Knowers and Known: The Role of Gender in Theory Development, M.B. Calás, chair. Eastern Academy of Management. Buffalo, NY, May, 1990.

Calás, M.B. From modernity to postmodernity through experiential learning. Symposium paper presented in the symposium Management as Spectacle: Experiencing the Postmodern, M.B. Calás, chair. Eastern Academy of Management, Portland, ME, May, 1989.

Calás, M.B. 'Time,' 'Race,' 'Voice': The lack in global management. Symposium paper presented in the symposium Global Management as Paradox: The Creation of Vernacular Knowledge, M.B. Calás, chair. Eastern Academy of Management, Portland, ME, May, 1989.

Calás, M.B. & Smircich, L. On teaching critically: Graduate and undergraduate organizational behavior. Symposium paper presented in the symposium Critical Theory: Paradigmatic Problems, Issues and Agenda, S. Young, chair. Eastern Academy of Management, Boston, MA, May, 1987.

Calás, M.B. Cultural and contextual grounds for leadership: A mosaic of leadership theories. Paper presented at the Southern Academy of Management. Atlanta, GA, November, 1986.

McGuire, J.B. & Calás, M.B. The interorganizational network: Designing for self-interest. Paper presented at the Eastern Academy of Management. Montreal, Canada, May, 1984.

**Organizational Behavior Teaching Conference (OBTC)**

Morgan, G., Smircich, L., Calás, M.B., Louis, M.R. *Organizational Behavior in a New Age*. Symposium at the Organizational Behavior Teaching Conference. University of Virginia, Charlottesville, VA, May, 1985.

Calás, M.B., Murray, L.W., and Babcock, R.D. *Building an International Perspective into the Teaching of Organizational Behavior*. Symposium at the Organizational Behavior Teaching Conference. Case Western Reserve University. Cleveland, OH, June, 1982.

**Other Professional Conference Papers**

Calás, M.B. "Plural gendered identities in the Americas: Some questions of methodology and representation." Presented at the Latin American Studies Association, session GEN26. Washington, D.C. September 2001.

Mir, R.A., Calás, M.B. and Smircich, L., "Global technoscapes and unborn voices: Challenges to theorizing global cooperation." Presented at the conference Organizational Dimensions of Global Change. Jointly sponsored by OMT and OCD Divisions of the Academy of Management. Cleveland, OH. May 1995.

Calás, M.B. and Alvarez, R. "Global organizations and the 'global data highway'". Presented at the conference Social Implications of Computers in Developing Countries. Havana, Cuba, February 1994.

Calás, M.B. and Smircich, L. "Predicando la moral en calzoncillos?: Feminist inquiries into business ethics." Presented at the Ruffin Lecture Series on Applied Ethics. Charlottesville, VA, December 1990.

Calás, M.B. and Jacques, R. "Diversity or conformity?: Research by women on women in organizations." Presented at the 7th Annual Conference on Women and Organizations. Los Angeles, CA, August, 1988.

Calás, M.B. "Organizational women as researchers of their own reality: The case for the practitioner anthropologist." Presented at 5th Annual Conference on Women and Organizations. Chicago, IL, August, 1986.

Mann, A.J., Smith, R. and Calás, M.B. "The luxury unemployment hypothesis: The case of Puerto Rico." Presented at the Allied Social Science Associations Meetings. New York, December, 1985.

Calás, M.B. and Smircich, L. "Reading leadership as a form of cultural analysis". Presented at the Eighth International Biennial, Symposium on Leadership, Lubbock, TX, July 1985.

Calás, M.B. "An experiential exercise to introduce the international dimension into OB Courses." Presented at the Academy of International Business Meetings. Montreal, Canada, April 1981.

## **NATIONAL AND INTERNATIONAL DISTINGUISHED SPEAKER PRESENTATIONS**

### **Keynotes and Plenaries**

Keynote Plenary Address – Calás, M.B. For the Anthropocene: Becoming *socialentrepreneurship*. Entrepreneurship as Social Change workshop, Aalto University School of Business, Helsinki, Finland, June 28, 2018

Plenary Address- Calás, M.B. Thinking through Gender in MOS: What Next? A View from the USA. VI Seminario Internacional Nuevo Pensamiento Administrativo, Cali, Colombia, September 19, 2014

Keynote Panel Presentation- Calás, M.B., Smircich, L. & Burrell, G. "Metamorphoses: Paradigms and Since". Academy of Management meetings, CMS division. Philadelphia, August 3, 2014

Keynote Plenary Address- Calás, M.B. & Smircich, L. "Organization Studies and Feminist Theorizing: Conceptual Innovation without Political Transformation?" Gender, Work and Organization 8th Biennial International Interdisciplinary Conference, Keele University; Staffordshire, UK. June 24, 2014

Keynote Plenary Address- Calás, M.B. & Smircich, L. "Gender and Power in Management & Organization Studies: Still Relevant? A View from the USA". Disentangling the nexus of Gender-Power. Interdisciplinary conference, University of Trento, Italy. February 22, 2014.

Plenary Address- Calás, M.B. & Smircich, L. "Gendering designs – Designing Genders?" EGOS Colloquium. Helsinki, Finland. July 6, 2012.

Plenary Address- Calás, M.B. & Smircich, L.: "Organizational Theorizing for Our Times? Gendering Globalization". Atlantic Schools of Business annual meeting. Halifax, Nova Scotia, Canada. October 2, 2010.

Keynote Panel Presentation- Calás, M.B. & Smircich, L. "Who is diverse? Meanings of gender/race/class/sexuality... in a transnational world". GDO 25<sup>th</sup> Anniversary :The Next 25 Years of Research. Academy of Management meetings. Chicago, August 8, 2009.

Keynote Plenary Address- Calás, M.B. & Smircich, L. "In the Back and Forth of Transmigration: Transnational Feminism and Transnational Organizing" 6th Critical Management Studies conference. University of Warwick, UK. July 14, 2009.

Keynote Plenary Address- Calás, M.B. "From 'The Diverse' to 'The Transmigrant': Reframing 'Diversity' in Organization Studies". Conference on Qualitative Diversity Research: Looking Ahead. Research Centre for Organisation Studies; Katholieke Universiteit Leuven, Belgium. September 20, 2006

Keynote Plenary Address- Calás, M.B. & Smircich, L. "What else to say? Gender, Race, Class, and so on....Matter(s)" CMS Plenary session: CMS Perspectives on Race & Gender. Academy of Management. Atlanta, August 15, 2006.

Conferencia Magistral- Calás, M.B. "Teoría Organizacional: En Búsqueda de una Epistemología Transnacional". Coloquio Internacional, Los Estudios Organizacionales en México: Una Década de Investigación, Formación y Vinculación. Ciudad de México, September 27, 2005.

Distinguished Speaker Address- Calás, M.B. "Teoría Organizacional: En Búsqueda de una Epistemología Transnacional". Simposio Latino, AGRH Xve Congres. Montréal, Canada, September 1, 2004.

Distinguished Speaker Address- Calás, M.B. & Smircich, L. "Bringing 'the Other' In: A Look from Afar." At the conference Meeting Ourselves and Others: Perspectives in Diversity Research and Diversity Management. Lingatan, Bohuslän, Sweden, August 29, 2002.



Distinguished Speaker Address-: Calás, M.B. & Smircich, L. "Whose Odyssey? Cyberspace, Globalization and Feminist Analyses in Organization Studies." Administrative Science Association of Canada, London, Ontario, May 28, 2001.

Keynote Plenary Address- Calás, M.B. & Smircich, L. "Plenary/ and its Other: Re-organizing 'Power/Knowledge Shifts'". Conference "Power/Knowledge Shifts". Warwick University, UK. April 2, 1997.

Distinguished Speaker Address- Calás, M.B. & Smircich, L. "Globalization and Feminist Theory". Distinguished Speaker Series. University of South Florida. Tampa, FL., April 1994.

Keynote Plenary Address- Calás, M.B. & Smircich, L. "'Dangerous Liaisons: The 'Feminine in Management' meets 'Globalization.'" Symposium "Making Gender Visible" University of Lund, Sweden, April 1993.

Distinguished Speaker Address- Calás, M.B. & Smircich, L. "Feminism, Deconstruction, and Implications for Management Theory." Administrative Sciences Association of Canada. Quebec City, Canada, June 7, 1992.

Distinguished Speaker Address- Calás, M.B. "Organization Theory and Research as Text". Distinguish Speaker Series. University of Rhode Island, November 12, 1991.

Plenary Presentation- Calás, M.B. & Smircich, L. "Voicing seduction to silence leadership". Standing Conference on Organizational Symbolism, Fointanebleu, France, June 1989.

Distinguished Speaker Address- Calás, M.B. & Smircich, L. "Managing the Difference: The USA Context". Gestire le Differenze. Conference, sponsored by Confederazione Italiana Sindacati Lavorati (CISL). Milan, Italy, June 1, 1988.

Distinguished Speaker Address- Calás, M.B. "Metaphors Organizations Go By." A colloquium at SUNY - Oswego, NY, February 1985. Invited as Dean of the College of Business Administration – UPR, Mayaguez.

### **Invited Lectures and Addresses**

Invited Lecture. M.B. Calás 'A Conversation on Feminist Theory" American University of Beirut, Lebanon. Virtual presentation, April 20, 2021.

Invited Lecture (with L. Smircich) "Management, Organization, and Feminist Theory: Why Then? Why Now?" School of Public Policy Colloquia. University of Massachusetts, Amherst. March 4, 2019

Invited Address (with L. Smircich) "'From the Human to the More-than-Human". Colloquium on Telling Human Stories: Management, the Humanities and the Moral Imagination". University of York, UK, July 8, 2019.

Invited Lecture (with L. Smircich) "Feminist Theorizing and Organization Studies: What has it been? Where is it going?" University of Massachusetts -Boston. May, 2018.

Invited Lecture (with L. Smircich) "Feminist Theorizing and Organization Studies: What has it been? Where is it going?" Hanken, Helsinki, Finland, June 2017.

Invited participant (one of 12) for the research symposium: "Understanding the Role of Research Paradigms: Focus on the 2008-2014 Financial/ Economic/ Social Crisis"; Sheffield University, UK, May, 2014.

Invited Address (with L. Smircich) "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 2012.

Invited Lecture (with L. Smircich) "Thinking about Publishing?" University of Gothenburg. School of Business, Economics and Law. Gothenburg, Sweden, March 2012.

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Invited Address (with L. Smircich) "How Do We Know Joan? Some Views from Organization and Management Studies". Symposium in celebration of Joan Acker's work. American Sociological Association Annual Meetings. Las Vegas, NV. August, 2011.

Invited Lecture: (with L. Smircich and G. Morgan): "Publish or Perish doing Critical OS? Views from US, Europe and the Rest of the World". Workshop at X APROS Conference, Oaxaca, Mexico. December 2003.

Invited Lecture: "Expanding Comments on 'Women Business Leaders in Latin America'". Women Business Leaders in Latin America Workshop, Simmons College, Boston, MA, November 7, 2002.

Invited Address: "Some Thoughts on Gender Equality and Institutional Change Through Feminist Analytical Perspectives." Gender at Work Network Conference. Airlie, VA, June 7-10, 2001. Participation sponsored by UNIFEM (United Nations Development Fund for Women).

Invited Lecture: "Postmodernism and Organization Studies". Research seminar, Helsinki Technical University, Helsinki, Finland, May 29, 2000.

Invited Lecture: "Time/Space Compression? Challenges to Institutional Collaborations in the Information Age". University of Southern Denmark –Odense, Denmark, May 23, 2000.

Invited Lecture: "No Road to El Dorado: Feminist Challenges to Globalization". Gothenburg University, Sweden, May 15, 2000.

Invited Lecture: "Past Postmodernism? Reflections and Tentative Directions". Jonköping University, Sweden, May 11, 2000.

Invited Lecture: "Neither the One nor the Other: Gender/Ethnicity Challenges to Globalization." Swedish School of Economics, Helsinki, Finland, May 5, 2000.

Invited Lecture: "Feminist Theory and Organization Studies" University of Joensuu, Finland, April 13, 2000.

Invited Lecture: "Doing Feminist Research". University of Joensuu, Finland, April 14, 2000.

Invited Lecture: "No Road to El Dorado: Feminist Challenges to Globalization". Work Research Center of the University of Tampere, Finland, April 4, 2000.

Invited Lecture: "Contemporary Issues in Women's Studies in the USA". Institute of Women's Studies, Åbo Akademi, Turku, Finland, March 28, 2000.

Invited Address (with L. Smircich): "Feminist Theory and Organization Theory".. Campus-wide colloquium. Organizational Communication symposium, University of Colorado, Boulder, CO, Feb. 24-26, 1997.

Invited Address: "Gender, Feminist Theory and Organization Studies". Joint Swedish School of Economics/Helsinki School of Economics doctoral students colloquium. Helsinki, Finland, August 25-28, 1997.

Invited Lecture (with L. Smircich): "Feminist Approaches to Organizational Change".. Simmons Institute for Leadership and Change. Boston, MA. June 6-7, 1996.

Invited Address (with L. Smircich): "New Perspectives on Women in Management". Symposium for the Alumnae Association of Simmons College Graduate School of Management. Boston, MA, February 1994.

Invited Lecture (with L. Smircich): "Feminist Theory and Postmodernism". With L. Smircich. Colloquium at the University of Michigan-Ann Arbor, MI. November 1993.

**Marta B. Calás - 19**

Invited Lecture: "Feminist Theory as Cultural Critique". Colloquium at the University of Copenhagen, Denmark, April 1993.

Invited Lecture: "'Diversity', is it Just an American Issue?" Colloquium at the University of Copenhagen, Denmark, April 1993.

Invited Address: "Third World Critique and the Postcolonial Subject." Colloquium at the Women's Studies Center of the University of Copenhagen, Denmark, April 1993.

Invited Address (with L. Smircich): "Dangerous Liaisons: Globalization and Feminism(s)". Colloquium at the Stockholm School of Economics, Stockholm, Sweden, May 1993.

Invited Lecture: "'Pretty Woman': Cultural Studies and Organizational Analysis." Colloquium at the Swedish School of Economics, Helsinki, Finland, April 1992.

Invited Lecture (with L. Smircich): "Deconstruction and Its Relevance to the Management Disciplines." American Marketing Association Educator's Conference. San Antonio, TX. February 1992.

Invited Lecture (with L. Smircich): "Gender, Ethics and International Management." Colloquium at York University, York, Canada, October 1991.

Invited Address: "Haciendo Punto en Otro Son: Re-Presenting 'The Other' in International Management." Colloquium at Stanford Center for Organizational Research. Stanford University, Stanford, CA, May 1991.

Invited Lecture (with L. Smircich): "Is a Woman Centered Theory of Management Possible?" Gender, Authority and Leadership: Perspectives from the Corporate World Conference. Smith College, Northampton, MA, April 1990.

Invited Lecture (with L. Smircich) : "Feminist Theory, Poststructuralism, Deconstruction". Colloquium at Boston College, Boston, MA, December 1989.

Invited Address: "Re-Writing Gender into Organizational Theorizing: Directions from Feminist Perspectives." Rethinking Organization Conference. University of Lancaster, UK, September 1989.

Invited Lecture (with L. Smircich and S. Gherardi): "Organizzazione e Cultura Organizzativa". Colloquium sponsored by Associazione Ricerche Organizzative e sulla Cooperazione (AROC). University of Bologna, Italy, June 1988.

Invited Lecture (with L. Smircich): "'Mute, Mutation, and Mutiny': The Feminine Voice in the Expression of Knowledge." The Feminine in Public Administration and Policy Conference, co-sponsored by George Washington University and Virginia Polytechnic Institute. Washington, D.C. May 1988.

Invited Lecture (with C. Stubbart and L. Smircich): "Post Paradigm Thinking in the Organizational Disciplines" Symposium at the national Decision Sciences Institute meetings. Boston, MA , November 1987.

Invited Lecture: "Poststructuralism, Deconstruction, and Organization Theory." Colloquium at the School of Management and Organization. Yale University, New Haven, CT, November 1987. imbricate

Invited Lecture (with L. Smircich): "Organization Theory: Postparadigms". Colloquium at the Wharton School. University of Pennsylvania, Philadelphia, PA, November 1987.

Invited Lecture (with L. Smircich): "Post-Culture Pre-Text". Colloquium at Department of Communication, University of Utah, Salt Lake City, UT, October 9, 1987.

**OTHER MANUSCRIPTS**

**Doctoral Dissertation**

Calás, M.B. (1987) Organizational Science/Fiction: The Postmodern in the Management Disciplines. University of Massachusetts. University Microfilms, An Arbor, MI.

**Marta B. Calás - 20**

### **Masters Thesis**

Calás de Birriel, M. (1970) A Comparative Study of Business Students' Attitudes in Two Different Cultures. University of California – Berkeley.

### **Training Manual**

Calás de Birriel, M. (1979). Manual para la Administración de Recursos Humanos (in Spanish) Seminar/workshop manual for mgt. development programs. San Juan, PR: Administracion de Fomento Económico.

### **SERVICE TO PROFESSION**

#### ***Ad Hoc Reviewer***

Academy of Management Review; Academy of Management Journal; Academy of Management Discoveries; Journal of Management Studies; Human Relations; Organization Studies; Strategic Organization

### **Current Membership in Professional Organizations**

Academy of Management (CMS, IM, ODC, OMT, ONE, SIM Divisions)  
European Group on Organization Studies (EGOS)

### **Service to Professional Organizations**

#### ***Conference Organizer***

Co-Organizer/Co-Convener: Tienari, J., Ellehave C, Calás, M.B. Sub-theme “From Waltz to Fusion? Globalizing “Gender” and “Ethnicity” in Organizational Relationships. 23<sup>st</sup> EGOS Colloquium. Vienna, Austria. July 2007.

Co-Organizer. Gender & Diversity Stream. Calás, M.B., Smircich, L. and Bendl, R.. Critical Management Studies Research Workshop. Georgia Tech University, Atlanta, GA. August, 11-12, 2006.

Co-Organizer : Gender Issues and Diversity Management Track. Calás, M.D. and Gherardi, S. IFSAM Frei University, Berlin, Germany, September, 28-30, 2006.

Co-Organizer/Co-Convener: Calás, M.B., Smircich, L., Tienari, J., Ellehave C.. Sub-theme “Unlocking Gender and Ethnicity”. 21<sup>st</sup> EGOS Colloquium. Berlin, Germany. July 2005.

Co-Organizer/Co-Convener: Calás, M.B., Smircich, L., Tienari, J., Ellehave C. Sub-theme “Beyond Dichotomies and Stereotypes: The Production and Reproduction of ‘Gender’ & ‘Ethnicity’”. 20<sup>th</sup> EGOS Colloquium. Ljubljana, Slovenia. July 2004.

Co-Organizer: Calás, M.B. and Smircich, L. Re-Organizing Knowledge, Trans-Forming Institutions: Knowing, Knowledge and the University in the 21st Century. International interdisciplinary conference. Co-sponsored by the journal Organization. University of Massachusetts-Amherst, Sept. 17-19, 1999.

Co-Organizer: Smircich, L., Calás, M.B. and Keele, R. Relationship of Feminist Theory to the Ethics and Values of Organization Science. Sponsored by NSF Grant, Ethics and Values Program. Snowbird, UT, October 19-21, 1989.

### **Other Service Activities**

- **Academy of Management Annual Meetings**

Doctoral Student Consortium. M. B. Calás & L. Smircich, presenters on feminist theories and organization studies. GDO Division. Montreal, Canada, August 7, 2010

Co-organizer: Best Dissertation Competition. CMS Interest Group/Division of the Academy of Management. With L. Smircich. Award is co-sponsored by Organization. 2003-2007.

Doctoral Consortium Presentation: "Critical Theory –Implications for Research, Theory and Practice". GDO Division. M.B. Calás, L. Smircich & P. Caproni. San Diego, August 8, 1998.

Doctoral Consortium Facilitator: . M. B. Calás & L. Smircich CMS Division. San Diego, August 7, 1998.

- **Other Conferences**

Faculty discussant for Paper Development Workshop, and presentation on "Gender, Race and Ethnicity in the Transnational Era". EGOS Pre-Colloquium Workshop on "Gender and Diversity". Helsinki, Finland, July 4, 2012.

Invited presenter in interactive workshop (2 sessions): "Writing is the Tip of the Iceberg". Management Doctoral Student Association of the Ph.D. Project. Seattle, WA. July 31, 2003.

Invited panelist. Eastern Academy of Management Doctoral Consortium. New Haven, CT, May 4, 2002.

### **Other Service to Professional Organizations**

Advisory Board – Eastern Academy of Management International. 2000-2004.

Board of Directors - Standing Conference on Organizational Symbolism (SCOS). 1990-1995.

Task Force on the Status of Minorities. Academy of Management. 1990-1992.

Board of Directors - Eastern Academy of Management. 1989-1992.

### **Other Professional Service**

Advisory Board Member, International Business, Pioneer Valley Planning Commission. 1995-1999.

## **TEACHING EXPERIENCE**

### **Ph.D. Seminars**

Conceptual Foundations of Organization Theory and Behavior ("Great Books")  
Advanced Organization Theory ("Paradigms")  
Research and Theory in International Organization Studies  
Organization Theory  
Gender, Race, Class and Organization  
Interdisciplinary Organization Theory and Research  
Organizational Research  
Feminist Theory, Organization, and Diversity (cross-listed with Women's Studies)

**Dissertation Chair:**

Vanessa Chio (2000)  
Carlos González (2003)  
Kristina Bourne (2006)  
Paul Donnelly (2007)  
Banu Özkazanç (2009)  
Arturo Osorio (2010)  
Jeff Kappen (2014)  
Seray Ergene (2018)

**MBA Courses**

Behavior in the Global Economy  
International Management  
Organization Behavior and Theory

**Undergraduate Courses**

International Management  
Behavior in the Global Economy  
Global Markets, Global Culture (cross-listed with French and Spanish)  
Introduction to Global Business  
Administrative Theory  
Organizational Behavior

**Other Courses**

Feminist Theory and Organization Studies (Åbo Akademi, Finland)  
Gender, Ethnicity and Globalization Processes (Åbo Akademi, Finland)  
Theory and Research in Organization Studies (Michigan Business School, Ann Arbor – Minority Predoctoral Program)  
Human Resources Management (Universidad Nacional Autónoma de Honduras)

**Graduate Seminars and Colloquia (short – teaching oriented) at Other Universities**

**National:** *Boston College*, School of Business. *Boston University*, School of Management. *George Washington University*, Department of Human Services, Executive Leadership Doctoral Program. *MIT*, Sloan School of Management. *Simmons College*, Graduate School of Management. *University of Colorado*, Department of Communication. *University of Michigan*, School of Business Administration. *University of Puerto Rico*, College of Business Administration.

**International:** *Canada*, St. Mary's; Telq; York University. *Denmark*, University of Copenhagen. *El Salvador*, Catholic University. *Finland*, Åbo Akademi; Helsinki School of Economics; Swedish School of Economics; University of Joensuu; University of Tampere; Waasa University. *Honduras*, National Autonomous University of Tegucigalpa; National Autonomous University of San Pedro Sula. *Italy*, University of Bologna, University of Trento. *México*, Universidad Autónoma Metropolitana-Iztapalapa. *Sweden*, Gothenburg University, Jonköping University, Linköping University, Lund University, Stockholm School of Economics.

**SELECTED UNIVERSITY SERVICE**

**University of Massachusetts - Amherst**

Faculty Senate: 1997-1999; 2000-Present  
Committee on Committees/Nominating Committee –Faculty Senate: 2011-Present  
Graduate Council of the Faculty Senate: 1994-1996; 2001-2003  
Academic Standards & Curriculum Committee. Co-Chair, 2001-2003

### **Isenberg School of Management**

Isenberg School Personnel Committee 2020-Present  
Diversity, Equity and Inclusion Ad-hoc task force, Fall 2020

- **Department of Management**

Organization Studies Ph.D. selection and evaluation committee. 1995-Present.  
Curriculum Committee. 1988-1992; 2004-2007  
Personnel Committee, Member, 2017- 2018, Chair, 2019- 2020

### **Women's Studies Program (renamed Women, Gender, Sexuality Studies Department in 2009)**

Women's Studies Executive Committee – Advisory Board 1994- Present  
Graduate Program Committee: Chair 1995-1997; Member 1998-2014  
Personnel Committee: Chair, 2000-2001; 2005-2014, Member, 2003-2004, 2015-2018

### **Other Campus Committees**

ADVANCE Faculty Fellow 2019-2021

Center for Latin American and Latino Studies – Participating member, 1993– 2012

### **PERSONAL BIO-DATA**

**Country of Birth: Cuba**

**Country of Citizenship: USA**

**Languages: Bilingual Spanish/English**

**Medium level comprehension: Italian; French**

**Revised June 2023**