

Scandinavian Journal of Management

Call for Papers for Special Issue on

Identities in Organizations: processes and outcomes

Submission Deadline 17th December 2010

Guest Editors

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Considerable critical attention has focused on how identities are best conceived and researched, the discursive resources that are drawn on in identity construction, and how identities are implicated in relations of power. Less attention has been paid to how identities are involved in processes of organizing, are fundamental to the routine activities that characterize much organizational life, and central to the objectives that organizations (at least notionally) pursue. Valuable groundwork has been accomplished which has established 'identity' as an important concept in organization studies, particularly as a bridging notion between levels of analysis (individual, group and organization) and between the competing dynamics of agency and structure. For identity studies to have an illustrious future, however, there is, perhaps, a need to concentrate less on identity *per se*, and to instead expand our understanding of how identities are tied to organizational processes and specific outcomes. For example, how are people's identities engaged in, reproduced and altered by their participation in their work, organizational routines and political activities? There is a need to guard against the possible 'ghetto-ization' of identity research in organization studies, tendencies to draw sharp boundaries between what is and what is not identity research, and to concentrate on identity rather than identities in practice. This is the remit of our special issue.

We invite submissions which consider how identity issues are caught up in processes of organizing, whether in mundane or unusual circumstances and settings, and within or between organizational boundaries and networks. While our primary interest is in people's identities rather than the identities of collectivities - such as groups and organizations - we appreciate that in many instances empirical studies will implicate multiple levels of analysis. Contributions may draw on, (but are not limited to), any relevant form of discourse analysis, ethnomethodology, ethnography, anthropology or critical perspectives. We welcome both conceptual and empirically based studies, but suspect that interpretive methods which best permit the detailed scrutiny of both micro and macro processes and interactions are more likely to meet the aims of the special issue. Central to our concerns are papers that illustrate and analyze how and why identity issues are key to practices and to theorizing of organizing. Some indicative (not exclusive) issues and questions that may reasonably be addressed by submissions include:

- How can theories of organizing be enhanced through theorizing identities and *vice versa*?
- What and how can understanding be gained through an examination of identity regulation and its oppositions?
- What difference does identity make for the work that people do?
- In what circumstances can organized contexts be sites of heightened anxiety and insecurity around identity construction?

- How are explorations of aspirational identities related to the temporal location of identity work? What implications may this have for future-oriented-organizing?
- Is identity an enabling concept that helps bridge between individual, group and organization levels of analysis, and if so, how does this insight assist scholars in their efforts to theorize processes of organizing?
- How do historical, cultural, institutional and political processes emerge, influence, enact and constrain identity work in organizational settings?
- To what extent is an appreciation of identities-activity fundamental to understanding routine and extraordinary organizing practices?
- What are the implications of utilising an identities-in-organization framework for theory, research and practice?

Submission Guidelines and Important Dates:

The deadline for submissions is **17th December 2010** and should be submitted via the journal's online submission system available through the journal homepage <http://www.elsevier.com/locate/scaman> or directly via <http://ees.elsevier.com/sjm/> - choosing "**Special Issue: Identities in Orgs**" as the paper type.

Before submission, please consult the journal guidelines for authors at:

http://www.elsevier.com/wps/find/journaldescription.cws_home/872/authorinstructions

Additional information can be obtained from either of the guest editors:

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About the guest editors:

Christine Coupland is Associate Professor at Nottingham University Business School. She has published in *Journal of Management Studies*, *Organization Studies*, *Human Relations*, *Organization*, *Journal of Business Ethics*, *Journal of Vocational Behaviour* and *Critical Perspectives on Accounting*. Christine is on the editorial board of *Organization Studies* and is an Associate Editor for the *Scandinavian Journal of Management*. E-mail: Christine.Coupland@nottingham.ac.uk.

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