

**ACSCOS 2008**  
**The 3<sup>rd</sup> Australasian Caucus of the Standing Conference on Organizational Symbolism**

**Call for Papers**

*Neophilia and Organization*

**University of Technology, Sydney**  
**26-28 November 2008**

**Introduction**

We are pleased to announce that the 3<sup>rd</sup> Australasian Caucus of the Standing Conference on Organizational Symbolism (ACSCOS) will be held at the University of Technology, Sydney from 26 to 28 November 2008. Similarly to the two that preceded it in Brisbane in 2004 and in Auckland in 2006, this year's ACSCOS is being held as a meeting ground for those broadly interested in what, for want of better words, is referred to as critical and postmodern management and organization studies. The colloquium is positioned under the ambit of SCOS both in recognition of that body's long and innovative contribution to critical and *avant garde* organization studies as well as to continue SCOS's excursions against its own Eurocentricism. We sincerely hope that Australian and New Zealand colleagues will respond to this call and help to generate a vibrant and productive mechanism for exchange. We also hope that colleagues from elsewhere in the world will join us in our corner of the southern hemisphere just as we so often trek to the north. More generally we look forward to a stimulating, collegial, productive and supportive gathering.

**Theme**

The theme of this year's colloquium is *neophilia and organization*. Neophilia is a fetishistic love of all that is new. Those afflicted with neophilia become excited about novelty; they crave newness. Newness to neophiliacs is a virtue to be upheld and a goal to always strive for. The development of the modern world saw the excitement for the new become a mainstay of western culture. In a temporal reversal, it seems that today we have inherited neophilia from the modern past – a condition that permeates management practice and management theory. The colloquium invites papers that consider neophilia as it relates to management and organizations. Indeed, management practice has long been afflicted with the love of the new, whether it is for the creation of new forms of organizations, a pathological desire for change and its management, the scrambling after the latest management fashion, or the strategic demand for re-invention. Management theory is not immune to novelty: indeed, it is often in the vanguard of both its promotion and demise. Those of us engaged in this practice are under constant pressure to define our work in terms of 'new knowledge' in the assumption of an ever incremental path of progress and accumulation, lest we be considered old-hat luddites who fail to move with the times. Mainstream management articulates this in terms of creativity, change management, innovation, development and growth. Those who theorize with a more critical bent are not immune either – such 'progressive' theories venture into becoming, emergence, utopia, and in days gone by even revolution.

In our region of the world we are the direct bearers of the conflicting legacy of neophilia. We are part of the new world, whether residing in the newly discovered unknown land of the south (*terra australis incognita*) or the new land once named after the Dutch province of Zeeland. With this newness came a disavowal of the old, a wiping clean of the slate that created a *terra nullis* ripe for the creation of the new as if from nowhere. Here in the new world, neophilia went practical in its attempt to sweep clear the old in the name of colonial expansion.

The colloquium seeks to trouble organization and management in relation to both its neophilic roots and its location in tradition. We call for an appraisal of the value and values of newness in our dynamic fields of practice and theory, and an exploration of the intertwined relation between newness, change and novelty on the one hand, and tradition, permanence and inheritance on the other. Papers are particularly welcomed that consider neophilia as it relates specifically to our spatial location, cultural tradition, and political position in Australasia.

Papers addressing the theme might consider the following issues, although this list is far from exhaustive

- The manager as neophilic
- Management theory in the space between difference and repetition
- Avant-gardism in management theory and practice
- Management as a new academic discipline and its relationship with older scholarly traditions
- Recycling, organizing and the simulacra of the new
- Neophilia and the process of both creating the new and destroying the old
- The new managerial classes and social control
- New organizational forms and their relationship to bureaucracy
- New technology and organization
- Old vs. new scholarly value in management research
- The business school and the new university
- 'Brand New': neophilia and consumption
- The new men and women of organizations
- Resistance to the new and resistance to the old
- Newness, identity and self-(re)creation in organizations
- Organizational life and the desire to for self-reinvention
- Organizational change and the pleasures of the new
- Postcolonialism, organization and neophilia
- Management fads and fashions
- Neophilia and neophobia and organizational conflict
- Technology and the neo-luddites
- Nostalgia and the striving for a new future in an imagined past
- The temporal character of organizations
- Neophilia and organizational becoming
- Progress, the myth of progress and neophilia
- The relation between tradition, inheritance and neophilia
- The history of neophilia in organizations

- Postmodernism and the modern fetish for newness
- Intolerance to neophilia
- Neophilia as old-fashioned

### **Guidelines for Submission**

Papers and abstracts are invited that directly address the colloquium theme, or address other open issues.

Two alternative forms of submission are invited for the colloquium: abstracts of up to 800 words or full papers of up to 7,000 words.

**Full Papers:** Full papers will be independently peer reviewed. Accepted papers will be published in conference proceedings.

**Abstracts:** Abstracts will be peer reviewed, and made available to delegates prior to the colloquium.

Papers or abstracts should be submitted by 1 August 2008. Notification of acceptance will be given prior to 5 September 2008.

### **Venue**

The colloquium is being hosted by the School of Management, University of Technology, Sydney and will be held at the University's Haymarket Campus located at Cnr Quay Street & Ultimo Road, Haymarket Sydney.

### **Registration and Fees**

Fees for the colloquium will be A\$200. Details of how to register will be posted closer to the event.

### **Accommodation**

The University of Technology's School of Management is located in close proximity to Sydney's China Town and Darling Harbour. While participants will book their own accommodation, details of nearby hotels are available at <http://www.housing.uts.edu.au/hotels/index.html>

### **Inquiries**

Please direct inquiries to Professor Carl Rhodes at [carl.rhodes@uts.edu.au](mailto:carl.rhodes@uts.edu.au).

### **Local Organizing Committee**

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