

Sehr geehrte Damen und Herren,
liebe Kolleginnen und Kollegen!

Wir laden Sie herzlich zum Vortrag von **Hrn. Douglas CREED (The University of Rhode Island)** im Rahmen des Research Seminars des Departments für Management ein.

Die Veranstaltung findet am **Dienstag, 26. April 2016**, von **16.00-19.00 Uhr** im **Raum TC.3.10** statt.

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**PARTNERSHIP UNDER THE TREATY:
RACE RELATIONS AND INSTITUTIONAL WORK IN NURSING ORGANIZATIONS**

Abstract. This paper explores the intentional re-negotiation of race relations and of the power relations inherent in them. Our empirical study focuses on the governance structures and board practices of two nursing organizations in Aotearoa New Zealand as they struggle to create a partnership between two cultural groups. We identify practices involved in the maintaining and disrupting of a managerial logic which we call 'organizational monoculturalism' and in the enacting of an alternative logic, 'organizational biculturalism'. Our goal is to illustrate how institutional theory can be used to analyse race in organizational theory by looking through the lenses of institutional logics, and their enactment as institutional work.

Speaker. Douglas Creed, the 2016 Fulbright Visiting Professor at WU Wien, is Professor of Management at the University of Rhode Island in the United States. His work on the role of social identity, emotions, and agency in institutional change processes has appeared in the Academy of Management Review, Organization Science, Journal of Management Inquiry, Journal of Applied Behavior Science, Journal of Management Studies and Academy of Management Journal. Doug received his MBA and PHD from the University of California, Berkeley and his M.A. in Religion and B.A. (English) from Yale University.

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Aus organisatorischen Gründen bitten wir um Anmeldung unter cmmd@wu.ac.at bis Montag, 25. April 2016.

Mit herzlichen Grüßen,
Giuseppe Delmestri und Markus Höllerer