Notice of PhD Confirmation

Mandi Baker's PhD confirmation presentation will be held **Thursday, 23 April 2009** in the Law Building (N61), room -1.02 (Nathan campus) from **1.00 to 2.00 PM.**
Afternoon tea shall be held at **2:00 pm in N72, room 0.26**

**RSVP by to:** m.baker@griffith.edu.au

**Topic:** A Critical Management Perspective on Emotional Labour within Recreational Summer Camps

Mandi draws on a post-structuralist approach to engage in a qualitative exploration of how everyday power relations shape the emotional labour of camp counsellors. Her research project is concerned with rethinking the management of summer camps to more reflexive management practices that foreground the ethical responsibility that camp managers have for the emotional well-being of employees and participants.

Supervisors are Associate Professor Simone Fullagar (principal) and Dr. Maureen Harrington (associate).

**Abstract:** Recreational summer camp experiences are widely seen in Canada as opportunities for children to have fun and develop a positive sense of identity. Likewise camp employment experiences for young people (16 to 25 years) are also seen as a fun way to gain life and workplace skills. However camp counsellors are responsible for the emotional wellbeing and development of children through recreation activities. Hence, they are required to manage their own and others complex range of emotions (enjoyment, sadness, anger) in order meet the expectations of camp managers, parent consumers and campers in delivering the promised benefits of camp. Camp managers’ reliance on the expertise and emotional labour of young camp counsellors raises many critical questions about the management of young staff. The invisibility of this emotional labour in everyday camp operations raises a number of ethical dilemmas about management responsibility for employee and camp participants wellbeing, risk management and effective retention/recruitment of young staff. Previous camp research has largely drawn upon positivist traditions that have focused on identifying the benefits and outcomes of camp experiences. My doctoral project aims to address a gap in the literature concerning the need for a more critical exploration of the complex socio-cultural processes shaping camp counsellor employment experiences. I draw upon a post-structuralist approach to engage in a deeper qualitative exploration of how everyday power relations shape the emotional wellbeing of camp counsellors. My research project is concerned with rethinking the management of summer camps beyond the ‘rational’ focus on recreation skill and moral development to incorporate a better understanding of how young camp counsellors experience the emotion work of their roles. The findings of this research will contribute to the development of a more reflexive management approach that foregrounds the ethical responsibility that camp managers have for the emotional wellbeing of employees and participants. My research will have wider implications for how emotional labour is acknowledged and managed in other leisure service provision roles. Feel free to read my abstract for more information.