##### Researcher

Okay, great. So obviously I've had a look at your profile. I know a little bit about you. But just in your own words, could you tell me about yourself in terms of your background, your career to date and what you're currently doing at the moment, please?

##### Participant 52

Sure. I'm a senior lecturer in [management sub-discipline] at a Russell Group University in [city]. And I guess my kind of career trajectory has been one of, I think, experiment really. I never really saw my place in higher education. That's never something that I felt that was really what I wanted to do. I knew I liked writing, so I was thinking about journalism. I was thinking also toying with the idea of becoming a psychotherapist. I was quite interested in that and policy making. So I feel like I stumbled into academia in some ways and kind of going for a business school, I mean, it was really an odd jump and it felt very bizarre. I couldn't understand, I couldn't even wrap my head around how business management is an academic subject. I couldn't really see how these conversations that people are having are intellectual. And then, yeah, I guess I was lucky that I sort of found critical theorists, where I was like, okay, I get it. These guys are talking about power and organisations and institutional forms of power. And I kind of then was like, oh, okay, yeah, I get this. And that's kind of how I sort of, I guess started to find a voice in the business school. Because otherwise I felt it was a completely abstract context within which people were formulating all sorts of assertions. Yeah, it felt like a very odd theoretical space to me.

##### Researcher

Coming from obviously [previous discipline] and that kind of thing, so I guess going from a bachelor's in that to a PhD in management was the kind of jump. Was that like a kind of logical step based on those interests that you were just talking about? Was it kind of an opportunity that just kind of presented itself? Was it like a serendipitous kind of thing? How did that kind of pan out?

##### Participant 52

Okay, well, here's the story then, if you really want to know it. After my undergrad degree, I became very cynical about [previous discipline], it's application in society. And I felt like I was reading a lot of critical text in [previous discipline], so leaning very heavy, heavily towards texts like [authors] critiques and also reading sort of feminist critiques of [topics]. And so I was heavily cynical by my third year, but by the end of third year, it was a case of whether I wanted to kind of be part of this. But at that time, which was around 2001, when I graduated, was also at the same time, it was almost like the funding era for [health topic] and I think it was kind of just coming at the end of major breakthroughs around stigmatisation of [health topic], really through, like, grassroots [minority groups] organising around these issues. And I'd done a little bit about [health subject], and I was also really interested in [topic], and I felt like this is what I kind of really want to understand more about. It's a movement that I feel like I would want to participate in as well and support. And so after that degree, I actually really was moved to go to [country] to work with [minority groups] and sort of got there and started reaching out to local NGOs and stumbled upon this, quite a radical NGO. And the NGO was like basically a space for [minority groups]. And it was kind of there where I guess I began writing reports and becoming very familiar, I guess, with NGO management issues. At the same time, there was this woman, there, a young woman who was a geography student from [another university] who I ended up hanging out with and having tea. And she was doing a lot of work on [topics] from a human geography perspective. And we were just talking, talking, and I was like, oh, you know, I think, yeah, maybe I'll do a master's. And she was like, why are you doing a master's? Like, you should just apply for a PhD. I was like, but I haven't got a master's. She's like, just forget it. All these conversations we're having, like, you're ready for a PhD. Just do it. Just apply. And so I applied to [universities]. And I got an offer from [PhD institution], and it was really, I think there's such a mythology around that institution, that I was like, well, if [PhD institution] is offering me a place, how can I turn it down? The other thing was that I just really didn't get any connection with the guy who was going to supervise me at [alternative university]. It was like, he was very quantitative, very positivist. And then the guy who was sort of introduced to me as a supervisor at [PhD institution] was pretty much like a Foucauldian, I was familiar with that whole language and set of critical frameworks. So it was like much more sort of, it just felt like, yeah, this is someone I could work with. And so I ended up going to [PhD institution] and I ended up doing a PhD there. And at that time in [PhD institution], we were very interdisciplinary, multidisciplinary, very quiet, very kind of, also at that time, you had sort of folks like [academics], these folks who were very critical. And then there was a whole kind of vibe going on of this sort of tension. I guess you could call it a healthy tension, but it was a quite a lively space. Yeah. And I remember as a PhD student, some of those folks, some of those folks from my cohort I'm still sort of in touch with. They were like colleagues. We were all students at that time. It felt like we could be vocal. And for sure, I think having that badge of [PhD institution], I think makes you sort of, certainly everyone in the country is talking about what [PhD institution] thinks, despite the fact that there's really no reason for that beyond the huge amount of wealth and power that institution has in the country. Because actually, I think that space is a pretty awful space in a lot of ways. But at that time, I remember losing, I think I lost about a stone and a half through anxiety, just feeling a huge imposter. And that was despite, like some really sweet people around me, some who were always encouraging, but I just never felt like this is my space. I never felt like, I don't know, it was an odd time. It's not a healthy environment. It's very male. It's very heteronormative. There's a lot of chauvinism, sexual harassment, and then obviously you intersect that with race. And you have a whole system there, whereas you are very much positioned and structured by assumptions which erase you as an entity, and erase the patterns of exclusion as well. So it was a really odd, difficult, but also generative time. Yeah, it was a really odd time. But after that PhD experience, I was kind of, I was like, I don't think I want to have a job in this sector again. I'm sort of not really sensing how I'm going to really fit into this. There were clear cliques and they were very much around culture, I would say quite a heteronormative culture as well. Young PhD women and older professors. And it was just messed up. But I was actually, again, I found myself in a very wonderful generative writing and editing collaboration. And I really, at that sort of tail end of my PhD, started coediting this book. I think I finished my, I graduated in 2006 and in 2008 it came out. So it was almost like a postdoc project. I never did a postdoc because I was kind of jobless and just working in market research for about a year, just really trying to find a way of establishing myself and finding a sense of, well, what do I want to do with the rest of my life? But that was a good time, actually, when I think back about it, part time market research, calling people up and saying, "do you own an oil generator? No? Okay." It was great. And then working on this book project and kind of, yeah, it was nice. I was living at home. I had no problems with rent, being fed, living in a warm house. It was all good. And I started a little teaching job, tiny little contract. I think they gave me a three month teaching assistant job at [current institution]. I think that was January 2007, that ran through to March. And then I got a tap on the shoulder to say, oh, there's a job coming up, a lectureship. Do you fancy applying it for it? And I was like, okay, I'll have a chat. I was like, I'll give it a year, if it doesn't work out, I'll leave. And so then I applied for the job and I didn't get it. And then two, three months later, I get a call from the head of school and he says, we've got another opening coming up in a very similar area in [management sub-discipline]. We can offer you the job because you've already done the interview. We really wanted you. And I was like, oh, alright. And at that time, I think it was deep into summer. I hadn't had a job for probably a year by that time, like a full time job. And I'd done a bit of teaching there so I was familiar with people there. So that was my first job, and I've been there since 2007, which has been interesting.

##### Researcher

Yeah, that's really fascinating. Hearing about how you kind of got into the field, I guess. So it kind of sounds to me like there was the huge benefit of being at [PhD institution] and that you were kind of given the flexibility and freedom to be as critical as you wanted to be and sort of explore that area. But then also the kind of I guess you could say that the environment had some toxicity within it in terms of the power relations and that kind of stuff. I'm wondering, how does [current institution], obviously, in your experience of being there, is it the same there would you say? Do you have the same level of flexibility but then also those kind of issues within the environment that you've observed?

##### Participant 52

Well, I think there's two things here. First is your PhD subjectivity versus an academic paid career path subjectivity, and how those two actually are entirely different realms. The second thing I think is they all love, and by they, I mean business schools, they all love a bit of critical theory at the end of the day. They all love a bit of post positivism, but don't turn the gaze inwards. Don't look at the business school as a site of racism and gender discrimination and violence. Don't look at the internal mechanisms of what actually sustains quite a brutal and anti intellectual higher education institution. Because the minute you start doing that, you're then at the receiving end of a very different form of institutionalised violence and backlash. And this cuts across your discipline. So, for example, it doesn't matter if you're in an institution that's well known for doing equality and diversity work, they will shut you down the minute you start wanting to have some self reflexivity about what's going on. When you start kind of, I mean, if you look at some of the folks who were, I remember back during my PhD, the big thing was critiquing the REF. So you had a lot of quite sort of I'd say well known folks critiquing the REF, not critiquing it in terms of the way it subjectifies people, but as a form of this draconian power. You can talk about neoliberalism until the cows come home. They will love that. Neoliberalism is really awful. That's it. But once you start actually talking about how bodies and patterns of exclusion are actually entrenched in a neoliberal economy, they're entrenched in capitalism, well, that's a bit too much for a lot of folks to handle. There's also, I think, a lot of misreading of texts. So you have iconic texts, for example, by [author], who wrote about the exclusion of race back in [year]. She's doing this work. Why can't we talk about race in management and organisation studies? Everyone cites that, but they don't actually engage with what she's talking about. I don't feel like there's any response. There's just more naval-gazing. There's more kind of citational value rather than an actual sort of a transformational agenda. And I think that is something quite specific in business schools. It's quite interesting, I think, that we do not have and we haven't had a movement that's I guess been led by folks of colour. We had a smattering of that, I think, but what's going on in the UK, in continental Europe? Nothing. There's no grassroots led movement here. And you've got to question that.

##### Researcher

That's really interesting. Thank you. On the focus of, I guess, kind of what you're doing at the moment, obviously, I know from your profile you're obviously very research active. You engage with teaching, you have administrative roles in widening participation, that kind of thing. Obviously, alongside that, I can see that you've been engaging with external stakeholders and making a difference. I'd be interested to know how you kind of got involved in those sort of activities. And was there kind of a good level of, I guess kind of like top down support for you to engage in impact activities, given the fact that you are research active, teaching active, have an admin role? Was that kind of support there for you to get involved in those things that you really wanted to do?

##### Participant 52

No, it was not. I think that's what led to my burnout at the end of 2019 because there was zero institutional support. I think my sort of own journey has kind of been of finding a way of sensing myself in all of this. And I think through doing the more activist orientated work, the stakeholder work with [project], were really sort of, I think, survival strategies that I had to kind of generate out of thin air because the business school is very apt at erasing all difference. Right? And so as you become assimilated or are asked to assimilate into a common way of thinking, a universal kind of norm around how your body should look from wearing a suit through to appearing in certain spaces and certain conference spaces, it's really hard keeping sort of a sense of yourself in all of this and to really work with the importance of recognising difference. So I think it was really about wanting to connect to and sort of keep up the foreground in my mind and in my politics this sort of working with difference. And so I think spaces and collectives such as [projects], I think helped me personally, I think, to sense my difference from the business school and to kind of award that difference a value and a legitimacy beyond the systems that generate value for the business school. That was important. It was important in very symbolic ways. It was important in very material ways. I think now because decolonizing is such a buzzword, I find like I'm getting taps on the shoulder from [current institution] to say, oh, you know, you've been doing that work on anti racism, can you just put a slide together? Because I need to do a presentation somewhere. And I'm like, whatever, I'll do that for you. But for the past four years, five years, where I've been very active in trying to establish these spaces and do the work, I've been met with silence, backs turning, blocks to funding. So I've sort of been trying to use the system, obviously, all critical activists do this, don't they? We try to use whatever resources we have to basically create movements, campaigns, initiative. So I did apply for funding from the school and I was awarded it. I have applied for workshop funding from institutions like [institution] and I've used that money to then do quite paradigm challenging work. Even the fact that I have to call this work impact is a kind of REF-ableization of my work. Right? In ways that I find really uncomfortable and unnecessary. But at the same time, one has to acknowledge the paradox that you are in. I am working in a business school, I am working in higher education. I am working in a system that reproduces elitism and a lot of violence against queer bodies and racialized bodies and gendered bodies. And it's kind of like, you're in this, in this mess. What do you do with it? I think working with communities beyond the business school, seeking out folks who are working in different parts of the world who share the same kind of criticality and the same cynicism and sort of radical politics, working and negotiating a way of alliancing with these folks, is part of the work. So it's really, I think, about survival.

##### Researcher

That's really interesting. In terms of impact, you said the fact you even kind of have to call it that is a bit, putting a label on something because the REF has this kind of impact agenda. I guess on the topic of that, in terms of impact, impact can take so many meanings. What's your kind of view on the impact agenda from the REF? I'd be interested to know from your perspective, because obviously, I guess you're also in the unique position where you've seen the RAE turn into the REF, which had the impact agenda sort of added to it. And I'm just wondering, from your perspective, was it a good movement, a bad movement? What's your kind of take on things?

##### Participant 52

Well, I think first of all, all of these instruments, the REF, the ABS list, the Athena Swan, they're all a monetization of academic labour. It's the creation of a market and competition through the monetization of academic labour. And that, I think over the last sort of 20 years has really been, in the UK context, the thread that connects all these sort of diverse movements that are seeking change or putting some kind of resistance against this sort of onslaught of monetization. I don't think it's ever a good thing. It's never a good thing. I think there's a concentration of wealth and the formalisation of elites that these kinds of mechanisms actually support. I mean, the Stern review that came out quite some years ago gave a scathing critique of the REF and actually pointed to some very concrete exclusions and problems around women, around maternity leave, around academics of colour, very specifically looking at how the REF has essentially erased these people's work. Yet after the Stern review, I think that came back. I mean that came out some years ago now, there's nothing, nothing. We have to wait for the screening of black death on digital technology for there to be some sort of reaction to racialised exclusion. That's why decolonizing is what it is today. Decolonizing is further monetization of academic resistance. And that is really the most sort of, that's the only way that decolonizing could go, given the context of the REF, of impact, of the ABS. People are writing with paywalls, you know, writing on decolonizing under a paywall journal article. Is that not insane? That is insane. I remember when the my paper came out. I think that might be, yeah, that's the thing that came out, I think it was [year]. And I fought for that paywall to be removed because I did not want a paywall on that journal article. First I said, is there any way that we can actually go a certain route? I think there's a gold route, there's a green route, there's all of that with open access. Thankfully the co-editor kind of I think understood why I was doing this whole fuss about removing the paywall. So the paywall was removed for a year. I don't know whether they put it back up again. Now I should check. But doing that, you know, why aren't other folk writing on decolonizing doing that? Insisting, you've got to remove the paywall? Yeah, it's that kind of, I think just hypocrisy. But also I don't think a journal like [example journal] or [example journal] would have removed the paywall. I think it was because you've got someone who's done critical work, post colonial work and is really making structural changes in that journal because of those issues. I felt like, okay, I've got a leg to stand on in actually asking, demanding that we change the way that knowledge is accessed, especially very critical knowledge is accessed now. I think, you know, what's the future? I mean, it's pretty bleak. It's pretty bleak. I don't really see things getting massively better.

##### Researcher

Yeah. I mean I was going to ask specifically about that article. What was it that sort of inspired you to write that? Was it your own personal experiences of the environment? Was it the experiences of colleagues? And did you feel like you had the freedom to write something that is very reflective of the kind of environment that you are in as an actor in that environment? Did you feel like you were able to do that and were well supported in doing that?

##### Participant 52

I think the way it kind of came about was through the work of the [collective]. So those women who are all co-authors there, we've all been part of the [collective] which is a project that came about really, 2017, end of 2017, and I kind of put a call out on Facebook to say, I want to do something, shall we do something? I think we should call it [project]. I think, do people want to jump on board? And the women who have said, oh, yeah, I'll jump on board, were the women who then kind of came together and did work in different ways, I think, to different degrees. And I don't know where that project is going to go now, but from working and leading workshops and doing this kind of very grassroots level of work... I think the idea came around in 2019 after our inaugural workshop of [project] to write, to do something, because it is important, I think, to leave a kind of bread crumb trail of an archive of what people have been doing in terms of activism. I think for far too long critique that emerges through a postcolonial lens or whatever, it kind of comes up through this sort of, sort of a distance from the institution. And I think we all felt strongly that we did want to turn the gaze on the business school and that we had frustrations with the business school community doing that work at our workshops - invariably there were people from other disciplines that were signing up - I don't think we had many people from the business school signing up. It was bizarre. Here are all five women of colour putting on panels with business school academics, women of colour, yet no one from the business school community is signing up for these workshops. Insane. And then two years later you have the [another business school] event on [topic] promoted by [academics]. And bam, they get 600 people from across the world signing up for that. Isn't that insane? I mean, one has to look at the kind of work that's going on right now. Yeah. I think there's a lot of people who want to do something now that they've kind of been moved by the sort of images that they've seen on the internet and they want to be seen to be doing the right thing. But actually when you ask folks to come to a space where you're going to have to be working with your own vulnerability, you're going to have to hold yourself a bit more accountable than just saying, oh, yes, I did this and I did that. There's not much going on there in the business school. People are still very invested in their own, and I guess for the right reasons in some way, because it is such a violent space, such a sort of suffocating space, claustrophobic space, that one feels, okay, fine. Keep your head down. Don't get involved.

##### Researcher

Okay. That's really interesting. Thank you. I mean, you've touched on this quite a lot, actually, obviously, the kind of systemic issues in the business school. I was wondering, I was going to ask about your experience as a woman in this environment. As someone who is acutely aware of these kind of issues, how have you experienced this environment? And how do you kind of view your future progression? Do you think that being a woman makes it more difficult in this environment to progress? And if so, why would you say that's the case? I'm interested to know.

##### Participant 52

I think I have a slightly, I don't know, maybe I'm going to give you a slightly different steer here, which is, I mean, I was also a cofounded member of [association]. And that was kind of back in the day, we tried to establish a kind of group, a space, a network or a community for self identifying women. I actually resigned from that space because I felt like, where's the women's solidarity for women of colour? There was none. When we're kind of telling you this happened, this took place, we are facing these kinds of constant problems in conference spaces, constant policing, constant disciplining, there's silence, there may even be denial of the issues. So because it was happening in that space, on their Facebook group, which you wouldn't be aware of because you need to be a member of the group to know what's going on - that's another kind of weird transparency issue about that, that kind of set up - I resigned. I was like, I don't want to be part of this group. I think also I need to sort of say one thing, which is the school that I work at in some sense is different from other business schools, and I think there is the potential for women to kind of probably be a bit more visible here. There's more of a kind of post positivist, slightly anti-functionalist kind of vibe which is almost taken for granted. Other business schools can be much more market led, competition led. If you don't have business experience, then you're defunct, like, there's no place for you. And so there is that distinction there. But I think, to your question about women, I think there are ways where women of colour have very different sorts of experiences, where I think white feminists don't really want to take that leap to sort of see how what we're experiencing is very different. And saying that amongst women of colour, I think there is not a sort of, it doesn't mean just because you're a woman of colour, you're going to be aware and recognise the times of differentiation between black women, Arab women, Bangladeshi women, Indian women, all of these different kind of lineages that are played off against each other. You can see how the business school kind of patterns these women in ways where black women are excluded the most, Muslim women are excluded, the most, Bangladeshi women are excluded the most. If you're visibly Muslim, forget it, right? So there are ways where these patterns exist, but you do not see white feminists - who have more power, more professorships - if you're looking at women as a group, they have more power, more professorships, more resources to hand to kind of just make this part of the feminist agenda. It's not there. There is one thing where you meet kind of at a workshop or a panel where people can be quite candid or attempt to give the impression they're being candid. But that sort of way of relating to each other is, from my experience, almost entirely vacant in the way that business schools then manage and discipline, where everything is competitive, everything is about performance, everything is about, you know, like making a critique but not making it too damaging, playing the game. And I see sort of a lot of white feminists and a lot of Asian feminists, South Asian feminists, playing that game. Which is like, yes, we'll say a little bit, but we're not going to go the whole hog. And that means that change is extremely slow, if not missing. You know, the very famous quote around "power is not given, it's taken". And the biggest thing is, I think women students are so disenfranchised. So women students feel more aware of the extremely gendered and racialized and classist formation of the careers that are open to them, the teaching, the paradigms that are being normalised. Because there is very little room for consciousness building with women students. That's a further problem because when you're an academic, a woman, you're racialized as non-white, you're queer, you have different abilities, you're trying to bring these things up. You're trying to have this stuff noticed as an indicator of how wrong the system really is. You're not getting your students to sort of come with you... and so, I mean, I say that, but for the first time, one of my students, a woman student, I just finished teaching last week and she said before you go, I just want to say [reference to participant's paper]. And I was like, oh, you're talking about my paper! Did you read it? She was like, yes, I've read your paper. And I was like, that's what I'm talking about. That opening up of that, noticing that I'm her lecturer, going away and reading something that I've written... and it'd been quite radical, quite a radical, quite a critical piece for her to sort of be able to see something in there. But yeah, that's kind of really nice, that kind of feedback. But there's very little, I think, activism coming from the business school. Very different. I think the whole field of critical management studies which for the past 30 years or so has been trying to claim this space of activism, I don't know. I don't see it going beyond creating PhDs. I don't see it going beyond that.

##### Researcher

I have one more question I want to ask which is sort of related to your personal experience and the way that you're kind of navigating the environment. So based on everything we've talked about, the environment of business schools, and what your role encompasses, the different areas of your role as well... how have you kind of navigated the environment to this point? Would you say to a point where you're [role], you've obviously had good progression in your role and obviously, looking towards the future, would you say you have like a specific strategy for how you plan on kind of moving forward? Are there things that you feel like you need to prioritise? And obviously preceding all that, do you feel like there needs to be changes in the environment for you to be able to kind of, I guess, employ that strategy or that way of kind of moving forward?

##### Participant 52

Yeah. I mean there's a lot of questions and issues in that framing there. So just prompt me if I don't sort of respond to all of them at once. The first thing was that I had to wait, I think almost 11, 12 years to get a promotion from to [role] purely because of being told over and over again that I'm not good enough, it's been a struggle just to have any kind of value attributed to my work. And then now sort of looking to go for a promotion again, I received a very kind of lukewarm endorsement, calling it a threshold case, whilst at the same time I met all the criteria. They themselves have ticked off that I've met all the criteria for a promotion, but I'm getting the narrative that I'm presented as this threshold case. So that's the reality. I don't see that changing. The reason it's not going to change is because the business school have their own logics and their own logics are partly sustained by, I would say, the kind of the autonomy that's awarded to business schools because they are cash cows of the university. They function in different ways from medical schools and law schools, which come very close to being cash cows of any university, right? But medicine and law are professions, the business school, okay, they've got accountants shoved in there, but it is not a profession. You've got a CIMA qualification, all that accreditation jargon going on. But at the end of the day, it is not a professionalised career, right? And so you've got this kind of murky sort of context in which it is a highly lucrative discipline, highly autonomous, it does not have the kinds of limitations that law and medicine have. You can be struck off the bar, you can be struck off the medical register. There's nothing to really hold you accountable for wreaking havoc and funding masses of investments in fossil fuels or decimating indigenous folks' lands and removing them from their places of living and working and economic activity. There's nothing to hold you accountable. And so if your discipline, your academic discipline, is really normalising, that violence by not holding practitioners to account. I don't see things going very well in the future until there is some kind of - which there will not be - some sort of accountability measure coming into place for those kinds of horrendous forms of destruction, you're not going to see the business school changing. It will not change because a few women of colour have written a paper. It's not going to change if the [alliance] has gone in and done some radical politics at a conference. It won't change that way. But the only thing that I think you can do as someone who is invested in keeping difference, keeping the possibility of resistance open, is to make one's own communities. To work with folks outside of the business school, outside of the ABS list. And at the same time, and really, this is what I'm very invested in doing now, is creating an archive of, there have been people, there have been scholars, there have been folks who have wanted to actually do things quite differently. This is what happened. It was not all fair sailing. It's not okay. But I want students and generations of students who come after me to know that something was happening. There was something amiss and there were people who were calling it out. I think that's kind of what I want to leave behind.

##### Researcher

That's really interesting. Thank you for sharing that. So in terms of, I think we've talked about the environment, the issues in the environment, what do you feel kind of needs to be done to move things forward? Obviously, you said writing one paper isn't going to change the world. It's not going to change everything. In a perfect world, what would need to be in place to kind of make the environment work better for everyone? Is it a case of leadership? Is it a case of individual agency? From your perspective, what do you feel like would be the best kind of set of circumstances for things to improve?

##### Participant 52

I think that I would like to work for a university dedicated to the liberation of people. I would want that to be a free university for all students from across any region having access to education and programmes of learning where they don't need to pay for anything. I would like to pay students who come from low socioeconomic background grants so they can afford laptops, phone devices, Wi-Fi. I would like our educators to be supported and paid well and for them to work in collectives and cooperatives. I would like a workers' council steering the university and not a VC. I would like a programme of learning where the curriculum is not linear, but instead it's based on the interests, the experiences and the desires of the students and the educators involved. I'd like the whole idea of curriculum to be dissolved and for us to actually do things in collaboration, collectively, and sit with some of the tensions and the problems. So, I mean, those are the sorts of things that I would want. Those are the things that I think it's not impossible to set up. I think it's very possible to set up. Yeah. It's really interesting. I think how all of those things that I've just talked about probably feel so illogical, though. They feel so illogical and so far fetched, but actually, you can do it.

##### Researcher

That's really interesting. Yeah. Thank you. I think in terms of my direct questioning, I think I've asked everything I would want to ask. So I'm happy to end things there. Unless you have any kind of final thoughts or anything that you think you haven't had a chance to talk about that you think is kind of relevant to this area or anything that you think I could have asked.

##### Participant 52

Well, look, I mean I've given you a very candid interview. I sort of wanted you to kind of get a feel of the way that the institution is ultimately made out of people and characters and maybe patterned in certain ways. And as you're sort of going to talk about institutional logics, certainly do think about some of these behaviours and the kind of limitations or potentials for people's careers. But yeah, good luck with it.

##### Researcher

It's been really interesting to talk to you and very eye opening. So thank you very much for your time. I really do appreciate it and like you said, you've been very candid and honest so thank you for that. I always really appreciate it when people just speak openly about their own thoughts and experiences and stuff. I've definitely learned a lot. So thank you very much for that.

##### Participant 52

Not at all. And what an interesting year that you've been interviewing. I mean it's amazing that you've sustained your momentum, so do acknowledge that as well. Well done, and looking forward to all the work that you're going to be doing.

##### Researcher

Thank you and best of luck with everything with you as well.

##### Participant 52

Thank you.

##### Researcher

Yeah, obviously have a nice rest of the day. Take care.

##### Participant 52

Bye now.

##### Researcher

Bye.