



## ANZAM Newsletter 2007 - Volume 22, Number 1, April 2007

---

### Contents:

From the President	1
JMO	2
Life and Distinguished Membership Awards	4
New Zealand Matters	4
On Campus	5
Congratulations	6
Publications	7
Events	8
Academic Opportunities	9
From the Secretariat	10

---

### FROM THE PRESIDENT'S DESK



Dear Colleagues

2007 is taking shape as an exciting and busy year for ANZAM's Executive, Institutional and Professional members.

At the Institutional Members forum on **Funding of Business Schools** held in Sydney in March, **Professor Gill Palmer** from Monash outlined the challenges and opportunities associated with international students – confirming that there is still a demand for high quality business education delivered in English (oz or kiwi!) for the Asian market. **Professor Barry Spicer**, University of Auckland Business School, provided comparative funding data, outlined the New Zealand funding system, and highlighted the importance for Business Schools of balancing and managing the complexities of funding, self-sufficiency and autonomy. This was an excellent forum with key information, insights and experiences being presented, evaluated and discussed.

Many thanks to the Institutional Members who have signed up to sponsor the **Stream Awards** at ANZAM conferences for the next three years, 2007-2009. These Awards are very important for ANZAM because of the benefits they provide to the scholars who receive them and their institutions.

The Executive Committee is working on a series of new and continuing projects including potential new Awards for Early Career Researchers and Best Research Supervisor; the mid-year ANZAM Doctoral Workshop in Melbourne on 5-6 June 2007 will be sponsored by Monash University; continuing to support the Business Academic Research Director's Network which meets in Brisbane on 20 April 2007; new guidelines for Special Issues of the *Journal of Management & Organization* have been prepared; plans for regional activities are underway; new protocols for recognising Stream Award Sponsors have been developed; and significant progress has been made on the ANZAM Conference Organising Guidelines.

Plans for the **21<sup>st</sup> Annual ANZAM Conference** in Sydney, **4-7 December 2007**, are progressing very well – led by Professor Ross Chapman, University of Western Sydney, with support from Promaco. Excellent international keynote speakers will include Professor John Bessant (Tanaka Business School, Imperial College, London) and Professor Dorothy Leonard (Harvard Business School, Boston). An extra plenary panel featuring Industry-Academia and a series of research workshops are also planned. As the deadline for papers is approaching - **29 June 2007** - the Call for Papers will soon be redistributed – electronically this time. Your support of this ANZAM Conference by forwarding the Call for Papers to your colleagues, submitting a paper, and offering to review papers or act as a session chair will be really appreciated.

All the best with your research, teaching and professional activities throughout 2007!

**Professor Delwyn Clark**  
**ANZAM President 2007**

---

## **JOURNAL OF MANAGEMENT AND ORGANIZATION**

### **Would You Like to be the Book Review Editor for the Journal of Management & Organization?**

A vacancy exists for a Book Review Editor in the Journal of Management & Organization, the premier management journal associated with the Australian and New Zealand Academy of Management. This is an important opportunity to bring the latest publications in the management field to the attention of the Journal's wide readership base of academics and practitioners, in an interesting and informative way. The Book Review editor shapes the Journal's policy on book review contributions and arranges for the preparation of book reviews from academics and practitioners. Titles for review may be garnered from several sources, including book review authors themselves. A database of potential reviewers and their areas of interest is available, as a helpful start. If you would like to express interest in this opportunity or find out more information, please contact Professor Ken Parry, JMO Editor, at [k.parry@griffith.edu.au](mailto:k.parry@griffith.edu.au).

The JMO website is at <http://jmo.e-contentmanagement.com/>.

**CALL FOR PAPERS – JMO Special Issue on  
“Re-conceiving the Artful in Management Development and Education”**

The Journal of Management & Organization (JMO) is an international peer-reviewed journal for timely publication of research, scholarship, educational and practitioner perspectives on management-related themes and topics. It aims to provide global perspectives on management and organization of benefit to scholars, educators, students, practitioners, policy-makers and consultants. JMO publishes on areas that inform the members of ANZAM and also addresses the interests of management academics world-wide.

JMO is currently seeking academic papers for a Special Issue on:

**“Re-conceiving the Artful in Management Development and Education”**

Submitted papers should bridge the gap between academe, business, and the arts while exploring synergies between the theory, learning, and practice processes amongst these communities. Papers may have a theoretical, empirical, or practical focus.

The ‘artful’ focus of the papers should reflect new understandings of the science of artful management development theory and practice, including teaching, learning, work-based practice, assessment and evaluation, social responsibility, and visionary engagement in new partnerships.

Being artful is not about arts-based quick tricks and fixes. In the context of this Special Issue, to be artful is to transform self through profound learning experiences that expand human consciousness, often facilitated by artistic processes. In management education and development this suggests a shift from instrumental management towards a paradigm of artful creation of managerial self, in a creative economy that also creates social innovation.

Included below are examples of possible topic areas. Additional topics, especially those that are focused on the artful, creative, socially engaged, and innovative, are also welcome for submission.

- Examination of the boundaries between scientific and creative management theory and research
- Artful learning models and new learning partnerships
- Evidentiary impacts of imagination, innovation, and creativity on management success
- Exploitation of the arts in management education
- Arts-based generative learning and traditional management learning curricula linked through derivation and integration
- Visual and visceral scholarly teaching for transformative learning in management education
- The inclusion of artists and artistic processes in approaches to day-to-day organisational learning and individual management practice
- Evaluating perceptions of effectiveness in artful management education
- Assessing artful change readiness, improvisational resilience, and increased management task capability
- Links between relational aesthetics, management development practice, and community engagement
- Artful learning’s impact on a learning organisation’s structure and social routine
- Artful learning cultures as scaffolds for internal/external organisational human engagement and civic responsibility
- Embodied vs cognitive management development theories
- Exploring the authentic self through assessment and evaluation
- Focusing on visionary relationships, emotions and behaviour in an era of efficiency

Dr Cheryl Kerr, affiliated with the Centre for Learning Innovation, Faculty of Education, Queensland University of Technology, Australia, and Dr Lotte Darsø, of The Creative Alliance, Learning Lab Denmark, The Danish University of Education, will serve as co-editors of this special issue.

Questions about the issue, including expectations, requirements, appropriateness of topic and the like may be directed to:

**Cheryl Kerr**  
c.kerr@qut.edu.au

**Lotte Darsø**  
LDA.lld@dpu.dk

An international editorial board is being recruited to assist with the review of submissions to this special edition.

Authors are invited to submit their manuscripts, following the instructions at the journal website <http://www.jmanorg.com>, **no later than November 30, 2007**. No preference will be given to articles adopting a particular research paradigm. All papers will go through the regular double-blind review process, and must follow the JMO style guidelines. The special issue will include 10-12 articles of approximately 8,000 words each, and will be published in late 2008.

---

## CALL FOR NOMINATIONS FOR DISTINGUISHED MEMBER AND LIFE MEMBERS

ANZAM seeks to celebrate the achievements of our members through Distinguished Membership and Life Membership. Distinguished membership is conferred on those members who have demonstrated an advanced standing in any or all of the avenues of management research, scholarship, education and leadership. Distinguished membership is available to members with at least five consecutive years of membership. Life membership recognises those members who have rendered meritorious service in advancing the objectives of ANZAM.

We are now calling for nominations for the awarding of Distinguished and Life Membership for 2007.

To nominate a colleague, or yourself, for Distinguished Membership please forward the nomination, with a one page summary of the achievements of the nominee relating to management research, scholarship, education and leadership to the ANZAM Secretariat ([anzam@uts.edu.au](mailto:anzam@uts.edu.au)).

For those nominations for Life Membership, please forward a one page summary of the nominee's contributions to advancing the objectives of ANZAM to the ANZAM Secretariat ([anzam@uts.edu.au](mailto:anzam@uts.edu.au)). The Executive Committee will consider the nominations at our June meeting, and then ask for the full curriculum vitae of those shortlisted. Successful nominees must be available to accept their award at the annual ANZAM Conference in Sydney, 4-7 December, 2007.

---

## NEW ZEALAND MATTERS

Waikato University has appointed former policewoman and journalist Kay Weaver Professor of Management Communication at its Management School.

Auckland University of Technology has launched a new Bachelor of Business degree with a combined major in Human Resource Management and Employment Relations.

Waikato University has elected former Prime Minister Jim Bolger as chancellor for an initial term of one year.

Unitec New Zealand has recently appointed Dr Toni Hilton to head the newly restructured Unitec Business School. Dr Hilton brings with her a wealth of consultancy and research experience within service industries, and her research into the non-profit and public sectors has been published extensively.

## ON CAMPUS

### Ray Gordon

Ray Gordon has taken up the position as Associate Dean of Research at Bond University.

### Waikato Management School

The Asia Pacific Academy of Business in Society, APABIS, is hosting an international conference on "Communities and Sustainable Development" at Port Vila, Vanuatu, from 25-27 June 2007. This conference is jointly organized by Waikato Management School and the University of the South Pacific. Further details are available at the conference website: <http://wms-soros.mngt.waikato.ac.nz/apabis> or by email from: [apabisconference2007@mngt.waikato.ac.nz](mailto:apabisconference2007@mngt.waikato.ac.nz)

The 11th Annual Waikato Management School Student Research Conference will be held on Monday 13 October 2007 at Waikato Management School in Hamilton, New Zealand. Postgraduate management students at Doctoral, Masters, Honours or Postgraduate Diploma levels are invited to submit an abstract (500 words or less) or a full written paper (4000 words or less, and 100 word abstract) for review by Monday 3 September 2007 to [studentconf@mngt.waikato.ac.nz](mailto:studentconf@mngt.waikato.ac.nz). Further details can also be obtained by emailing the organisers using this conference email address.

Professor John Gibson (Waikato Management School) has been awarded one of ten research grants in the inaugural round of the Capability Building Funds from Research and Education Advanced Network New Zealand (REANNZ). This fund aims to develop capability around the use of KAREN - the Kiwi Advanced Research and Education Network - which is a new system providing high-speed connectivity between NZ's tertiary institutions, research organisations, libraries, schools and museums, and the rest of the world. John's three-year project, "Using High Resolution Satellite Imagery for Spatially Integrated Poverty Mapping", uses computational resources at Stanford University and the Centre for Chinese Agricultural Policy, and data from China (the only country with sufficient imagery available). The project will provide an exemplar for future research using this KAREN network.

### James Cook University

James Cook University has appointed the director of its new Centre for Tourism and Hospitality, to be opened in Cairns next year. Associate Professor Darren Lee-Ross will lead the centre, which will offer new commercial services and conduct research in the local industry. Darren has lectured at JCU Cairns for eight years and established the university's Bachelor of Hospitality Management.

### Unitec Business School Gets New Head

Dr Toni Hilton has been appointed as the new head of the Unitec Business School

Toni originally graduated with a law degree but pursued a marketing career in the UK and Europe's fast moving consumer goods sector during the 1980s. She commenced her academic career in 1991 joining the Bristol Business School at the University of the West of England as a Senior Lecturer. Prior to leaving the UK Toni headed up the School of Marketing and gained promotion to Principal Lecturer. She remains a visiting fellow at the University of the West of England with a brief to facilitate international collaborative research and teaching opportunities, particularly between staff at BBS and New Zealand based colleagues. This is an opportunity that Unitec Business School seeks to benefit from.

Dr Hilton came to New Zealand to take up a head of department role at AUT in 2005, but says the Unitec Business School position was an opportunity too good to pass up.

"The role of business schools is changing with an increasing emphasis on working in partnership with industry to ensure that students gain the latest knowledge in ways that can be readily applied to practice. The business world wants graduates who are work ready and needs to be able to rely on business schools to provide appropriate on-going professional development that supports career progression. Historically business schools tended to focus on the acquisition of knowledge rather than

the application of that knowledge to current practice. The dynamism of the business world places huge demands on business organisations and it is important that our graduates are able to contribute from day one. That requires them to balance knowledge acquisition with the development of the skills required to apply that knowledge to identify and manage the strategic and implementation concerns that face practitioners. I believe employers want business graduates who can balance discipline-based knowledge with generic skills such as the ability to work in a group environment and communicate effectively.”

As an academic, Dr Hilton has conducted extensive research within the professional service industries – her PhD thesis completed at Nottingham University examined the relationship between lawyers and their clients. This work has been published within the *International Journal of the Legal Profession* and *Services Marketing Quarterly* as well as presented to a number of annual conferences of the Academy of Marketing.

Toni has also researched within the not-for-profit and public sectors. This work has been published in *Nonprofit & Voluntary Sector Quarterly*; *Nonprofit Management and Leadership*; *International Journal of Nonprofit and Voluntary Marketing*; and *The International Journal of Educational Advancement*. Toni sits on the editorial board of the *Journal of Nonprofit & Public Sector Marketing*. She believes that commercial and non-profit organisations can benefit from exchanging knowledge with each other. “Practitioners within both types of organisations draw upon the same body of theoretical knowledge and, while some of the applications of that theory may differ depending upon the contexts, they are frequently

---

## CONGRATULATIONS

### Sanjay Bhowmick

Sanjay Bhowmick, from University of Auckland Business School, won the Best Paper Award in Applied Entrepreneurship at the 4th AGSE International Entrepreneurship Research Exchange held in Brisbane in February 2007.

### Neal Ashkanasy

Professor Neal Ashkanasy took over as the Editor-in-Chief of the *Journal of Organizational Behavior* (JOB) in January, 2001. JOB is published by John Wiley and Sons, and is regarded as one of the “big five” in organisational behaviour research. Neal is the third of JOB’s Editors in its 28-year history, and follows in the footsteps of Founding Editor Cary Cooper and Past Editor Denise Rousseau. JOB is listed in SSCI, and in 2005 recorded an Impact Factor of 1.38. Please go to the JOB website <http://www3.interscience.wiley.com/cgi-bin/jhome/4691?CRETRY=1&SRETRY=0> for more information. If you would like to discuss publishing your work in JOB, please feel free to email Neal at [n.ashkanasy@uq.edu.au](mailto:n.ashkanasy@uq.edu.au). People interested in becoming an ad hoc reviewer for JOB, are invited to email Managing Editor Kaylene Ascough [k.ascough@uq.edu.au](mailto:k.ascough@uq.edu.au), enclosing a copy of their CV.

### Herman Tse

Recently appointed as a lecturer in Organisational Behaviour in the Newcastle Graduate School of Business, Herman Tse has won the 2006 Kenneth E. Clark Award for student research in Leadership, announced in January 2007. The Centre for Creative Leadership (CCL), based in the USA, is regarded as one of the largest leadership consulting firms in the world. The centre sponsors the award to stimulate outstanding field research and its creative application to the practice of leadership.

Also, one of his recent papers he authored and published in the *Journal of Occupational and Organizational Psychology* has been cited by the British Psychological Society (BPS) to suggest when organizational leaders should decrease their effects in different work situations. Otherwise, strong leadership would result in adverse implications for individual and team effectiveness.

Herman was also the winner of the Best Doctoral Paper Award, Stream Award (in Leadership) and Best paper Award at the ANZAM 2005 Conference.

---

## PUBLICATIONS

### Journal of Management Studies

*Leading the way in management studies*

Edited by Timothy Clark, Steven W. Floyd and Mike Wright

*"There is clearly an ongoing need for a major management research journal that is based outside the US. The Journal of Management Studies has long played this important role. It continues to be a major alternative outlet for quality management research."*

Lex Donaldson, Australian Graduate School of Management, University of New South Wales, Sydney

In recent years, *Journal of Management Studies* has enhanced its reputation as a vibrant, cutting-edge, high quality international journal. *JMS* has an inclusive ethos seeking innovative and novel papers and is open to a wide range of methodological approaches and philosophical underpinnings. The editors encourage ANZAM members to submit their papers for consideration.

- The **turnaround time** and quality of review comments ranks amongst the best in the business (average of 8 weeks from submission to a first decision).
- *JMS* is now ranked **2<sup>nd</sup> in the ISI immediacy index** for the speed with which articles get cited.
- Articles which have been fully copy-edited and peer-reviewed are now available **OnlineEarly** in advance of publication enabling fast citation.
- *JMS* is the **oldest and most highly ranked** management journal outside North America.
- *JMS* is available in just under **3000 libraries** worldwide, ensuring a high level of exposure and readership for articles.

The following recent articles reflect the range of top research published in *Journal of Management Studies* and are now available online free of charge:

To browse some of the recently most read articles in the journal [click here](#)

For further information including submission details visit [www.blackwellpublishing.com/jms](http://www.blackwellpublishing.com/jms)

### Keep up to date with the latest in *Journal of Management Studies*

Sign up for email table of contents alerts to receive an easy to read email with table of contents listings and links to article abstracts, each time a new issue is published. Register at [www.blackwell-synergy.com/loi/joms](http://www.blackwell-synergy.com/loi/joms)

### International Journal of Management Reviews

*An official journal of the British Academy of Management*

Edited by Steve Armstrong and Adrian Wilkinson

The first reviews journal in the field, the *International Journal of Management Reviews* publishes survey articles across the whole range of management sub-disciplines. Addressing the intellectual and academic needs of the broad academic management community, each issue includes authoritative review articles which examine and discuss the relevant literature published on a specific aspect of the sub discipline.

*IJMR* encourages ANZAM members to submit your review articles to the journal.

Benefits to authors of submitting to International Journal of Management Reviews include:

- **High Impact.** *IJMR* has an Impact Factor of 1.111, ranking 26/71 in the Management category of the 2005 ISI Journal Citation Reports®

- **High exposure for articles.** Articles in IJMR have a wide international readership via the journal's availability in just under 3000 institutions worldwide
- **Articles Published Online Ahead of Print:** Articles which have been fully copy-edited and peer-reviewed are published online through our OnlineEarly feature before the print edition is published. OnlineEarly articles are fully citable, enabling articles to be highly read and begin attracting citations as soon as they are available online
- **Valuing personal contact with authors.** Our editors are based in offices in North America, Europe, and Australia which means that authors have someone near at hand to receive their submissions. Our editors are always happy to discuss papers with potential contributors
- **Speed of response.** We are committed to ensuring a swift response to submitted articles and endeavour to achieve a 12 week turnaround time for each cycle of the review process.

For further information including submission details visit [www.blackwellpublishing.com/ijmr](http://www.blackwellpublishing.com/ijmr)

To browse some of the recently most read articles in the journal [click here](#)

### Keep up to date with the latest in *IJMR*

Sign up for email table of contents alerts to receive an easy to read email with table of contents listings and links to article abstracts, each time a new issue is published. Register at [www.blackwell-synergy.com/loi/ijmr](http://www.blackwell-synergy.com/loi/ijmr)

## EVENTS

### FORTHCOMING CONFERENCES, CALLS FOR PAPERS, WORKSHOPS, SEMINARS & ANNOUNCEMENTS

#### ANZAM 2007 Conference

Hosted by University of Western Sydney, the ANZAM 2007 Conference will be held in Sydney on 4-7 December at the Sofitel Wentworth Hotel in Sydney. The venue is located in the heart of the financial district, close to the Sydney Opera House, Botanic Gardens, Circular Quay, galleries and restaurants.

We have already confirmed two excellent keynote speakers: Dorothy Leonard from Harvard Business School and John Bessant from Imperial College in London, as well as an exciting workshop on Igniting Creativity with Walter Swap. An innovative Industry-Academia Panel session is also planned for the conference and details will be on the website soon.

#### Important dates

1 March 2007 - Submissions open  
 29 June 2007 - Submissions close  
 17 August 2007 - Notification of acceptance  
 5 October 2007 - Early bird registration closes  
 5 October 2007 - Final Revised Refereed and full accepted Non-refereed Paper Submission  
 4-7 December 2007 - Conference dates

More details of this Conference are at <http://www.promaco.com.au/2007/anzam/>.

All enquiries (including technical program) should be directed to the conference organisers:

Promaco Conventions Pty Ltd  
PO Box 890, Canning Bridge, WESTERN AUSTRALIA 6153  
Tel: + 61 8 9332 2900  
Fax: + 61 8 9332 2911  
Email: promaco@promaco.com.au

### **5th ANZAM Operations Management Symposium in 2007**

The aim of this symposium is to share research findings and experience relevant to the further development of the Asia Pacific region, and future opportunities that may be generated.

Held in Monash University on 6-7 June, the symposium is being hosted by the the Melbourne Operations Management Society – A Consortium of Australian Universities including: The University of Melbourne, Monash University, Deakin University, Victoria University, RMIT University, LaTrobe University and Swinburne University.

More details are at: <http://www.buseco.monash.edu.au/mgt/research/anzam/>

### **Call for Papers and Conferences**

Please check on "Call for Papers" under the "What's New" section and the "Conferences and Events" section of the ANZAM website (<http://www.anzam.uts.edu.au/>) for details.

---

## **ACADEMIC OPPORTUNITIES**

### **Research Funding Available from SHRM Foundation**

The SHRM Foundation, an affiliate of the Society for Human Resource Management, is now accepting funding proposals for high impact HR research with clear applied implications.

The Foundation has changed its funding criteria for 2007:

- Maximum funding has increased from US\$75,000 to US\$200,000 per project.
- Proposals no longer need to address a specific RFP.
- Restrictions on personnel costs have been removed.
- University overhead may now be requested

**Submission Deadlines: April 20 and September 21, 2007**

Visit <http://www.shrm.org/foundation/foundguide.asp>, for complete details or contact Beth McFarland at [bmcfarland@shrm.org](mailto:bmcfarland@shrm.org) for more information.

### **Various Positions in Management and Marketing - University of Wollongong**

The School of Management and Marketing in the University of Wollongong is seeking professional academics to fill the following positions:

Senior Lecturer, Marketing  
Associate Professor of Marketing  
Associate Professor of Management - Supply Chain Management  
Associate Professor of Management - Strategy/ International Business

Applications close on 31 May 2007. Details are at <http://www.anzam.uts.edu.au/AcademicOpportunities/UOW.htm>.

## FROM THE SECRETARIAT

### Membership Renewal for 2007

Membership renewal invoices were mailed out to members in January. Please renew your membership for 2007 if you have not yet done so. Do not hesitate to contact the ANZAM Secretariat ([anzam@uts.edu.au](mailto:anzam@uts.edu.au)) if you need any assistance.

### Change of Membership Details

It is very important that you notify us of your changed contact details, so that we can maintain contact with you and deliver to you the various membership benefits, such as the journal. You can either email us ([anzam@uts.edu.au](mailto:anzam@uts.edu.au)) or use the dedicated form available from the ANZAM website.

### Mid Year Doctoral Workshop

Sponsored by the Department of Management, Faculty of Business, of Monash University, A mid year doctoral workshop is scheduled for 5-6 June and will be held at the Caulfield campus of Monash University. Stay tuned for more details about this workshop.

### Important Dates in 2007

5-6 June	ANZAM Mid-year Doctoral Workshop in Melbourne (hosted by Monash University)
6-7 June	ANZAM Operations Management Symposium
7-8 June	ANZAM Executive/Institutional Members Meeting in Melbourne
29 June	Submissions for ANZAM 2007 Conference close
20-21 September	ANZAM Executive and Strategy Meeting in Sydney
4-7 December	ANZAM 2007 Conference in Sydney, hosted by University of Western Sydney - <a href="http://www.promaco.com.au/2007/anzam/">http://www.promaco.com.au/2007/anzam/</a>

### Further Information

Any queries about ANZAM can be directed to:

Peggy Hui  
ANZAM Secretariat  
School of Management  
University of Technology, Sydney  
Kuring-gai Campus  
PO Box 222  
Lindfield NSW 2070  
Phone: 61 2 9514 5582  
Fax: 61 2 9514 5587  
Email: <mailto:anzam@gsm.mq.edu.au>

---

**\*We do our best to ensure that information contained in the Newsletter is accurate at the time of publication. However, ANZAM cannot be held responsible for accuracy and veracity of information contained in this newsletter, especially those articles supplied to us.**

---