



ANZAM Newsletter 2009
Volume 24, Number 3, December 2009

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FROM THE PRESIDENT'S DESK



I would like to express my congratulations to Professor James Sarros and the Monash Organizing Committee for one of the most memorable ANZAM Conferences I can recall. This is not to forget, of course, the role played by Professor Amrik Sohal in setting up the Conference, and especially the joint Conference day with ANZMAC. I wish Professor Sohal a speedy recovery from his illness, and look forward to seeing him fit and well at future ANZAM Conferences.

Highlights of this year's ANZAM Conference included two terrific keynote speeches by Professors Tim Flannery and Dexter Dunphy, who both addressed the theme of the conference, "Sustainable

Management & Marketing". All feedback I have received about the venue, the scholarly program (including the workshops), and the social events has been positive.

I should also mention the successful Doctoral Consortium organized by ANZAM's Doctoral Representatives Kathleen Mendan, Ryan Gould, and Felix Arndt. The keynote address at this function by Nic Frances, Founder and Executive Chairman of Cool nrg International, was also very well received, and feedback from the Consortium has been universally positive.

I am now very much looking forward to the 2010 ANZAM Conference in Adelaide where, by all accounts, Conference Chair Dr Bruce Gurd is putting together another excellent program.

Professor Neal Ashkanasy
ANZAM President 2010

ANZAM 24TH CONFERENCE 2010
7-10 December 2010
Hosted by University of South Australia



My colleagues and I at the University of South Australia look forward to meeting you at the 24th ANZAM Conference in Adelaide. The Global Financial Crisis produced significant uncertainty in the minds of managers with more guessing than usual about factors such as growth, available human resources, exchange rates, and interest rates. The shift in power balanced between nations has been an interesting outcome coupled with international responses to climate change. These issues provide the backdrop for an interesting academic program. We have two excellent academics coming to give keynote addresses in Professor Sara Rynes-Weller, John F Murray Professor Management and Organizations at Tippie College of Business, University of Iowa and Professor Sri Zaheer, Elmer L Andersen Chair in Global Corporate Social Responsibility at the Carlson School of Management, University of Minnesota. Immediately beforehand is the Ashes Test and afterwards you can enjoy the Barossa and other areas around Adelaide.

Dr Bruce Gurd
Conference Convenor
Division of Business, University of South Australia

Important Dates

18 June 2010	Submission of Papers and Proposals
31 August 2010	Notification of Acceptances

More details will soon be available from the ANZAM website.

EVENTS

Small Business Regulation and Technology Conference

(Submitted by Professor Dr Anona Armstrong, Centre for International Corporate Governance Research, Victoria University)

The Victoria University Law School held a conference on small business on Wednesday 18 November 2009 to showcase the research of two teams of researchers.

The first team reported progress in the first stage of the ARC project, *Developing a Responsive Regulatory System for Australia's Small Corporations*, partnered by The Australian Treasury and COSBOA, and the second team presented the results of the research grant *The Use of the Internet Reporting for Small Business* sponsored by the National Institute of Accountants

The Conference was chaired by Professor Anona Armstrong who welcomed the participants and the opening speaker Mr Geoff Miller, General Manager of the Treasury's Corporations and Financial Services Division. Mr Miller highlighted the complexity of governance arrangements for small business and raised a number of questions including whether some governance rules should be modified or removed for small business, and whether the Treasury should develop its own reporting standard for SMEs. He reported several new initiatives that are under way. First, the government has provided around \$100 million to support small businesses experiencing difficulties meeting tax liabilities. Second, there is a new R&D tax incentive available to companies with a turnover of \$20 million. Mr Miller said that it is through the development of a better knowledge base that we can gain a better understanding of small business and that the work of this research team will assist the Treasury to address the concerns of small business.

Researcher in the project, Professor Michael Adams, presented the conference with the next paper "A 20 year snap-shot of the developments in the regulation of small corporations" in which he explored the regulation of corporate bodies through the State regulation to the referral of power to the Commonwealth system adopted in 1989. He was previously involved in the development of the special provisions on the Corporations Law for small business. In this paper he reviewed the contraventions against the Corporations Law and how directors are now responsible for not only the traditional duties captured in the Corporations Law but also for corporate social responsibility to a diversity of stakeholders. Professor Thomas Clarke and Alice Klettner prepared the second paper about the importance of governance in SMEs and a board's role in SMEs. Of particular interest were the results of a survey which identified the problems which can arise when a board exercises both control and service functions. They concluded that there is a critical period in the development of private companies when corporate governance needs to be resolved.

The second half of the conference reported the results from a study of the use of the internet by accounting firms to communicate with their small business clients. Ms Kumi Heenetigala, the Research Officer, presented the findings on behalf of the research team (Professor Anona Armstrong, Andrew Clarke, Ronald Francis, Colin Clark, Arthur Tatnall, and Dr Wei Dai). The data were collected in a survey of 22 accountants who were members of NIA and interviews with a small number of their clients. The study concluded that there was a high level of agreement (80%) that an online monitoring system would be useful to service small business clients. Both clients and accountants saw benefits such as enhanced client services, fast notification of problems, and potentially reduced costs. Governments would also benefit from more accurate data, faster response rates, and increased compliance. While there were concerns about privacy and confidentiality these could be managed by password protection encryption and were not seen to present a major problem.

The potential innovation in interaction between accountants: Dr Wei Dai presented the final paper on new technology, outlining the enormous technical development of networked systems in recent times and the potential for further development. He concluded with a demonstration of a new IT project that will enable interaction and coordination between several participants in a logistics chain.

Professor Andrew Clarke concluded the conference with a summary of the key issues, and the overlaps between the two projects. He pointed out that the regulators, such as ASIC, ATO, and APRA are operating informal business networks, making links and swapping information. As far as regulation is concerned, it is likely that more is inevitable. The small corporations make up a huge industry by size but there is also a huge failure rate. The regulators are in the position to use new

technology to promote and support the industry but need to understand the industry, play an educating role, and work with small businesses.



From left:: Dr Wei Dai, Mr Geoff Miller, Professor Michael Adams, Professor Anona Armstrong, Ms Kumi Heenetigala, Professor Andrew Clarke.

ANZAM AWARDS – 2009 CONFERENCE

New ANZAM Life Member – Professor Delwyn Clark

Life membership recognises those members who have rendered meritorious service in advancing the objectives of ANZAM.

Professor Delwyn Clark is the Associate Dean Research and a Professor of Strategic Management at the University of Waikato Management School. Her research provides intellectual contributions to strategy theory, practice and teaching. She is developing new theory on strategic innovation, entrepreneurial processes and the resource-based view of the firm - in collaboration with leading international scholars (e.g. her recent book on *Resource-Based Theory* is co-authored with Professor Jay Barney).

As a teacher of strategy, Delwyn was always innovating and this led to her receiving one of the inaugural New Zealand awards for Tertiary Teaching Excellence when they were introduced in 2002. With a lifelong interest in education, Delwyn currently serves on the Editorial Board of the *Academy of Management's Learning and Education* journal. This year she received an Outstanding Reviewer Award in recognition of the quality of her developmental reviews for this journal.

Since taking on the Associate Dean Research role in 2001, Delwyn has been actively involved with research leadership and management including leading Waikato Management School's Performance Based Research Funding (PBRF) processes in 2003 and 2006, supporting staff with external funding applications, and preparing research profiles for peer review in international accreditations (AACSB, EQUIS and AMBA). This year, Delwyn's expertise and experience with the New Zealand PBRF system was recognised with her appointment to the PBRF Sector Reference Group which is responsible for overseeing the re-design for the 2012 PBRF evaluation.

Delwyn has been a member of the steering committee for the Australian and New Zealand Business Academic Research Directors network since it started in 2004 - contributing to planning of the BARDsNET agendas. She is the currently chair of the New Zealand Business Research Deans group and is leading a major project to raise the profile of Economics and Business Sciences in New Zealand. (This includes writing submissions and lobbying for changes in the research funding system with government ministries and funding agencies.)

Delwyn served as an active member of the ANZAM Executive Committee for five years from 2004. She worked tirelessly on many ANZAM projects as well as providing effective leadership as Chair of the

Systems Processes and Policies Sub-committee, President-Elect in 2006, President in 2007, and Immediate Past President in 2008.

Delwyn has been the Oceania Global Representative for the Business Policy and Strategy Division of the international Academy of Management for the past 10 years. She has served on the executive of the Independent Business Foundation since 2004. She is also a member of the Institute of Directors, and an expert advisor with the international consulting firm LECG.

ANZAM Distinguished 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.

Professor Peter Dowling is Professor of Human Resource Management at La Trobe University, Melbourne, Australia. His current research and teaching interests are concerned with International Human Resource Management, International Management and Strategic Management. Previous academic appointments include The University of Melbourne, Monash University, the University of Tasmania, University of Canberra and Victoria University of Wellington. He has also held visiting appointments in the United States at Cornell University and Michigan State University and in Germany at the University of Paderborn and the University of Bayreuth. Peter is currently President of the International Federation of Scholarly Associations of Management (IFSAM), a Vice-President of the Australia & New Zealand International Business Academy, a Life Fellow of the Australian Human Resources Institute and a Senior Research Affiliate of the Center for Advanced Human Resource Studies at Cornell University. Former roles include past National Vice-President of the Australian Human Resources Institute and Editor of *Asia Pacific Journal of Human Resources* (1987-1996). Peter served on the ANZAM Executive Committee from 2003-2006, including as President in 2005.

ANZAM Research Fellows

ANZAM Research Fellows are ANZAM members with a distinguished record in research. They are appointed by the ANZAM Executive for three years and are eligible for re-appointment for another three years. The primary role of the ANZAM Research Fellows is to mentor current ANZAM members who are early career researchers, especially PhD and DBA students, in developing their career and research profile. ANZAM Research Fellows are not meant to replace, but rather to complement, the role of the formal supervisor within the student researcher's own institution.

The following Research Fellows have completed their three year term (2007-2009) and were presented with plaques at the Conference, in recognition of their contribution to ANZAM.

- Professor Charmine Härtel, Monash University
- Professor Andrew Smith, University of Ballarat
- Professor Ray Zammuto, University of Queensland (accepted by his colleague, Remi Ayoko).

Certificate of Recognition to Professor James Sarros, Convenor of the ANZAM 2009 Conference

A certificate of Recognition and a small gift were presented to Professor James Sarros, ANZAM 2009 Conference Chair, in recognition of his contribution in organising such a successful and enjoyable conference.

Pearson Education ANZAM Management Educator of the Year Award - Winner

Sponsored by Pearson Education Australia, this award aims to recognise and encourage excellence in teaching of management, and to provide opportunities for sharing of good teaching practice. The prize consists of a plaque, a cash prize of A\$3,000, and an added sponsorship (up to A\$1,500) for the winner to conduct a Master Class at a following ANZAM Conference.

The winner for 2009 is Dr Mario Fernando, University of Wollongong. The award was presented to him at the Conference by Scott Charles, Pearson Education Australia.

Pearson Education ANZAM Management Educator of the Year Award – Highly Commended

Associate Professor Leisa Sargent, University of Melbourne. The award was presented to her at the Conference by Scott Charles, Pearson Education Australia.

Tilde University Press ANZAM Early Career Researcher Award

Sponsored by Tilde University Press, the purpose of this Award is to foster and recognise the research and scholarly achievements of emerging researcher who are at an early stage in an academic career. The Award consists of a plaque and a cheque for A\$2,000.

Dr Janice Redmond, Edith Cowan University, was presented with this Award at the Conference by Rick Ryan, Tilde University Press.

ANZAM Award for Best Doctoral Dissertation

The purpose of the ANZAM Best Doctoral Dissertation Award is to recognise exceptional doctoral dissertation research in the field of Management in ANZAM Associate and Professional members. The award consists of a cash prize of A\$1,000, an award plaque commemorating the winner's outstanding research effort, and an opportunity to publish research articles, a literature review and/or methods paper in the "Journal on Management and Organization".

Dr Sally Russell, Griffith University, was presented with the Award at the Conference by Professor Neal Ashkanasy, ANZAM 2010 President.

Thesis: *Proenvironmental Behaviour in Organisations: The Role of Emotion and Issue Ownership*

BEST PAPER AWARDS – 2009 CONFERENCE

ANZAM Best Paper Award

Winner: Herman Tse & Warren C K Chiu from Griffith University & Hong Kong Polytechnic University respectively

Paper: *Transformational Leadership and Innovation: A Moderated Mediation Model*

ANZAM Best Doctoral Paper Award

Winner: Susanna Winter & Sanna Sundqvist, both from Lappeenranta University of Technology, Finland

Paper: *Developing a Multidimensional Scale for Measuring Network Effects at Product Level*

STREAM AWARDS – 2009 CONFERENCE

Stream 1	<i>Philosophy of Management</i> Philosophy of Management Stream Award
Winner	Bernard McKenna (University of Queensland)
Paper	Asking The Right Questions For A Wisdom Culture
Stream 2	Monash University Leadership and Governance Stream Award
Winners	Herman Tse (Griffith University) & Warren C K Chiu (Hong Kong Polytechnic University)
Paper	Transformational Leadership and Innovation A Moderated Mediation Model
Stream 3	University of Technology Sydney Critical Management Studies Stream Award
Winners	Suzanne Ryan (University of Newcastle) & James Guthrie (University of Sydney)
Paper	Evaluating Change in the Australian Higher Education System A Critical Theory Perspective
Stream 4	Edith Cowan University Entrepreneurship, Small Business and Family Enterprises Stream Award
Winners	Andrew Hede, Bishnu Sharma & Barbara Haddon (all University of the Sunshine Coast)
Paper	Perceptions Of Success And Achievement By Females And Males In Small Business
Stream 5	RMIT Gender and Diversity in Organisations Stream Award
Winner	Margaret Vickers (University of Western Sydney)
Paper	Financial Transitions And Turning Points For People With Multiple Sclerosis (MS) Engaging Emotions For A More Compassionate Organisational Response.
Stream 6	University of Southern Queensland Human Resource Management and Development Stream Award
Winners	Michelle Brown (University of Melbourne), Maria Kraimer (University of Iowa) & Virginia Bratton (Montana State University)
Paper	Performance Appraisal Cynicism Causes And Consequences
Stream 6	University of Southern Queensland Human Resource Management and Development Stream Award
Highly Commended	Marilyn Clarke (University of Adelaide)
Paper	Just a job or a satisfying career? Careers in the aged care industry
Stream 6	University of Southern Queensland Human Resource Management and Development Stream Award
Highly Commended	Patrick Foley (Victoria University) & Ann Mitsis (Swinburne University of Technology)
Paper	Teaching Survey Evaluations Scores and a Lecture's Direct Control of their Performance an Empirical Investigation
Stream 7	Victoria University of Wellington International Management Stream Award
Winner	Snejina Michailova (University of Auckland)
Paper	International Management Research Identity, Pluralism and Interdisciplinarity
Stream 7	Victoria University of Wellington International Management Stream Award
Highly Commended	Sidney Gray, Steven Lu & Anthony Fee (all University of Sydney)
Paper	Change Your Mind? A Longitudinal Study of Expatriates' Cognitive Changes

Stream 8	University of Wollongong Management Education and Development Stream Award
Winners	Alan Coetzer, Raja Peter (both from Massey University) & Vasanthi Peter (Open Polytechnic of New Zealand)
Paper	Continuous Learning And Employee Learning Processes The Case Of New Zealand Small Manufacturing Firms
Stream 9	University of Western Sydney Marketing and Communication Stream Award
Winners	Susanna Winter & Sanna Sundqvist (both from Lappeenranta University of Technology)
Paper	Developing A Multidimensional Scale For Measuring Network Effects At Product Level
Stream 10	University of Ballarat Organisational Behaviour Stream Award
Winners	Kristie Westerlaken, Peter Jordan, Sheryl Ramsay & Peter Woods (all from Griffith University)
Paper	Political Skill, Self Monitoring And Emotional Intelligence As Antecedents To Organisational Retaliatory Behaviours
Stream 11	Unitec New Zealand Public Sector and Not-for-Profit Stream Award
Winners	Jim Rooney (University of Sydney) & Kate Hughes (Macquarie University)
Paper	Balancing Sustainability And Effectiveness In Emergency Response An Initial Exploration Using Content Analysis
Stream 12	University of New England Research Methods Stream Award
Winners	Ralph Stablein & Joy Panofo (both from Massey University)
Paper	Research Epistemology And Methodology A Comparative Perspective And Indigenist Case
Stream 13	University of Adelaide Strategic Management Stream Award
Winners	Jeremy Galbreath (Curtin University of Technology) & Gavin Nicholson (Queensland University of Technology)
Paper	Responding To Sustainability A Model Exploring The Impacts Of Boards Of Directors And Organisational Strategic Flexibility
Stream 14	Waikato Management School Sustainability and Social Issues in Management Stream Award
Winners	Ingrid Nielsen & Russell Smyth (both from Monash University)
Paper	Environmental Surroundings And Personal Well-Being In Urban China
Stream 15	Deakin University Technology, Innovation and Supply Chain Management Stream Award
Winner	Kerrie Unsworth (University of Western Australia), Tim Mazzarol (University of Western Australia/Burgundy School of Business, France) & Sophie Reboud (Burgundy School of Business, France)
Paper	Turning an Innovation Intention into a Reality The Role of Champions and External Agencies
Stream 16	University of Canberra Organisational Change Stream Award
Winners	Roy Smollan (Auckland University of Technology) & Ken Parry (Bond University)
Paper	The Attributed Emotional Intelligence Of Change Leaders A Qualitative Study

2010 EXECUTIVE COMMITTEE

President

Professor Neal Ashkanasy
n.ashkanasy@uq.edu.au

President Elect & Treasurer

Professor Ross Chapman
r.chapman@uws.edu.au

Immediate Past President

Professor Amrik Sohal
amrik.sohal@buseco.monash.edu.au

Secretary

Professor Julie Wolfram Cox
julie.wolfram-cox@deakin.edu.au

Newsletter Editor

Professor Lisa Bradley
lm.bradley@qut.edu.au

Representatives for Region 1 – New South Wales and Australian Capital Territory

Dr David Poole
dpool@efs.mq.edu.au

Professor Anne Ross-Smith
anne.ross-smith@uts.edu.au

Representatives for Region 2 – Victoria and Tasmania

Professor Julian Teicher
julian.teicher@buseco.monash.edu.au

Professor Charmine Härtel (*until February 2010*)
charmine.hartel@buseco.monash.edu.au

Professor Julie Wolfram Cox (*from February 2010*)
julie.wolfram-cox@deakin.edu.au

Representatives for Region 3 – South Australia and Western Australia

South Australia
Associate Professor Bruce Gurd
bruce.gurd@unisa.edu.au

Western Australia
Professor Peter Galvin
peter.galvin@gsb.curtin.edu.au

Representatives for Region 4 – Queensland and Northern Territory

Professor Lisa Bradley
lm.bradley@qut.edu.au

Professor Peter Jordan
peter.jordan@griffith.edu.au

Representatives for Region 5 – New Zealand

Professor Nigel Healey
nigel.healey@canterbury.ac.nz

Professor Ralph Stablein
r.stablein@massey.ac.nz

Appointed Doctoral Student Representatives

Felix Arndt
Email: felix.arndt@pg.canterbury.ac.nz

Ryan Gould
r.gould@uws.edu.au

Appointed JMO Editor

Professor Ray Cooksey
pvc@une.edu.au

Other Appointed Executive Members

Professor Charmine Härtel (*from February 2010*)

Professor Marie Wilson
m.wilson@griffith.edu.au

CONFERENCES AND CALLS FOR PAPERS

Conferences are updated regularly at: <http://www.anzam.org/links/2009-management-conferences>.

CONFERENCES

Academy of Management (AOM)	Montreal, Canada	6-10 August 2010
Administrative Science Association of Canada (ASAC)	Regina, Canada	22-25 May 2010
AGSE International Entrepreneurship Research Exchange	Sunshine Coast, Australia	2-5 February 2010
Academy of International Business (AIB)	Rio de Janeiro, Brazil	25-29 June 2010
Academy of Marketing Science (AMS)	Portland, USA	26-29 May 2010
Association of Employment Practices & Principles (AEPP) Conference	To be advised	
Australian and New Zealand Communication Association (ANZCA)	Canberra, Australia	7-9 July 2010
British Academy of Management (BAM)	Sheffield, UK	14-16 September 2010
11th International CINet Conference	Zurich, Switzerland	5-7 September 2010
2010 CAUTHE Tourism & Hospitality Conference	Hobart, Australia	8-11 February 2010
EMS (Environmental Management Systems) National Conference	Geelong, Australia	13-15 October 2010
Equal Opportunities International 2009 Conference	Vienna, Austria	15-17 July 2010
European Academy of Management (EURAM)	Rome, Italy	19-22 May 2010
9th European Conference on Research Methodology	Madrid, Spain	24-25 June 2010
European Group for Organizational Studies (EGOS)	Lisbon, Portugal	28 June-2 July 2010
Institute for Operations Research & Management Sciences (INFORMS)	Austin, USA	17-10 November 2010
International Communication Association (ICA)	Singapore	22-26 June 2010
International Council for Small Business (ICSB)	Cincinnati, USA	24-27 June 2010
International Employment Relations Association Conference	To be advised	
Western Decision Sciences Institute Annual Meeting	Lake Tahoe	6-9 April 2010

CALLS FOR PAPERS

Calls for papers are updated regularly at: <http://www.anzam.org/research/call-for-papers>.

Calls for Papers – Journals

- Academy of Management Journal - Special Research Forum: [Process Studies of Change in Organization and Management](#). **Closes: 31 August 2010.**
- [Employee Responsibilities and Rights Journal \(ERRJ\)](#)
- [International Journal of Mixed Methods in Applied Business and Policy Research](#)
- International Journal for Responsible Employment Practices and Principles: Submissions/enquiries to [Professor Lyn Bennington](#)
- [Journal of Financial Services Marketing](#). **Closes: 31 March 2010.**
- Negotiation and Conflict Management Research. [Special Issue: Beauty is in the eye of the beholder: How asymmetric perceptions color our experience](#). **Closes 31 January 2010**
- [Small Enterprise Research Journal](#)
- Small Enterprise Research: [Special Issue: Home-based Businesses](#). **Closes: 31 January 2010**

Calls for Papers – Conferences

- [10th IFSAM World Congress - 8-10 July 2010 - Paris, France](#). Closes: 31 January 2010
- [Seventh International Conference on Emotions and Organizational Life \(EMONET VII\)](#). Closes: 15 March 2010.

ACADEMIC OPPORTUNITIES

Positions vacant are updated regularly at: <http://www.anzam.org/teaching/positions-vacant>.

Dalhousie University, Halifax, Canada

[Dean, Faculty of Management](#). (Closes 31 December 2009)

British Academy of Management, London, UK

[Academy Manager](#). (Closes 4 January 2010)

University of Tasmania

[Associate Professor/Professor of Management](#). (Closes 15 January 2010)

[Associate Professor/Professor of Marketing](#). (Closes 15 January 2010)

MISSING PERSONS

Some of our members have changed their email and/or mailing address and forgotten to advise the Secretariat. If you know where to find any of the members listed below, please either contact the Secretariat, or ask the member to send us their new details.

Name	Last Seen at...
Andersen, Torben	Technical University Of Denmark
Barratt-Pugh, Llandis	Edith Cowan University
Beeton, April	Beckenham, Western Australia
Burchell, Noel	Unitec New Zealand
Cornelissen, Floor	University of Twente, Netherlands
Gaissmaier, Yvonne	German (ex-Victoria University of Wellington)
Hayward, David	Swinburne University of Technology
Jie, Ferry	University of Technology Sydney
Kriek, Hendrik	University of South Africa
Kwok, Olivia T Y	Hong Kong
Loke, Keson	University of New South Wales
Lysons, Art	James Cook University
McCabe, Angela	Queensland University of Technology
Rooney, James	Macquarie Graduate School of Management
Singh, Smita	University of Waikato Management School
Swan, Peter	Shoalhaven City Council
Totikidis, Victoria	Victoria University
Verreynne, Nick	Ipswich City Council
Wang, Hui Ling	University of Wollongong
Yeung, Melissa	University of Western Sydney
Zander, Lena	Victoria University of Wellington

Once the updated ANZAM website/member database is in operation, you will be able to change your contact details, update your professional qualifications, etc, online. Until then, please visit the website at <http://www.anzam.org/anzam-membership/change-of-details> for the options available to you to change your details.

MEMBERSHIP FEES FOR 2010

	Australian Member (GST included)		Overseas Member (GST exempt)	
	Full Year	Join On/After 1 June*	Full Year	Join On/After 1 June*
Associate Member	\$85.80	\$42.90	\$78.00	\$39.00
Professional Member	\$171.60	\$85.80	\$156.00	\$78.00
Institutional Member	\$825.00	\$412.50	\$500.00	\$250.00

** Pro-rata rates only applicable to those who join ANZAM for the first time on or after 1 June in an ANZAM membership year (i.e., 1 December-30 November)*

ANZAM SECRETARIAT

The ANZAM Secretariat will be closed from Monday 21 December 2009, reopening on Monday 4 January 2010.

On behalf of the ANZAM Executive, I wish all members a happy and healthy Christmas and New Year.

Anne Anderson
Secretariat Co-ordinator



*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.