



**ANZAM Newsletter 2010**  
**Volume 25, Number 2, August 2010**

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## FROM THE PRESIDENT'S DESK



Dear Colleagues

Earlier this month, together with a large group of ANZAM members and over 10,000 other delegates from around the world, I attended the 70<sup>th</sup> Annual Meeting of the Academy of Management in Montréal, Canada. As I report elsewhere in this Newsletter, ANZ participation in the program was a record 311 (262 from Australia, 49 from NZ). The huge conference involved over 80 parallel sessions conducted in 5 venues (4 hotels and the *Palais des Congrès de Montréal*) and spread out over 2 kilometres. Fortunately the weather was mostly fine, so we all enjoyed lots of exercise rushing between venues!

This year, ANZAM hosted its third “Dessert Reception” on the Saturday evening of the Academy conference. We were a little worried that our function was in the most distant of the hotels. But soon the crowds began to arrive, and there was a long line waiting to get in. We had ANZAM beach hats to give to the first 150 delegates to arrive, and they were gone in minutes. I lost count at about 600, and people were still streaming in. Not surprisingly, the (excellent) desserts were soon consumed. But the atmosphere was great, and many delegates commented that they found our ANZAM Institutional Members’ slide show to be interesting and informative. We were especially pleased to see that so many of our guests were from different countries, and many were keen to learn more about ANZAM.

Notably, this was the first ever Academy of Management conference where US-based delegates were in a minority. The conference is now truly international, and the Academy is looking for means to increase its outreach to the rest of the world. The ANZAM Executive recently responded to the Academy’s call for ideas for a new form of international conference format. (We should hear back soon.) The Academy claims it has not been able to find a venue outside North America that can cater for over 80 parallel sessions (although I am not sure Melbourne or Sydney couldn’t do it).

Next year’s Academy of Management meeting will be 12-16 August, and will take place in San Antonio, Texas. The theme will be “*West Meets East: Enlightening. Balancing. Transcending.*”

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Turning now to local activities, in the last ANZAM Newsletter I highlighted a number of initiatives that your Executive had put forward. I am pleased now to report on where we are at with these proposals, as well as some additional new initiatives.

The *Heads of Department Network* was launched at a successful workshop on 10-11 June, held at Stamford Plaza Sydney Airport Hotel, and which attracted 38 heads. Keynote speakers included Professors Mark Gabbott (Dean, Faculty of Business and Economics, Macquarie University), Stephen Fox (Head, School of Management, University of Technology, Sydney), Kevin Voges (Head, Department of Management, University of Canterbury) and Chris Nyland (Department of Management, Monash University). Following the addresses, delegates workshopped ideas and identified five priority topics that the network can address in its future meetings:

1. Improving leadership practices.
2. Developing means for more collegial information-sharing.
3. Extending ANZAM’s influence.
4. Developing management education’s profile.

5. Improving academic staff recruiting and management practices.

We held our mid-year Doctoral Consortium on 7-8 June at Macquarie University. I thank the Macquarie Faculty of Business for sponsorship of this event. Many thanks go also to Doctoral Reps Ryan Gould and Felix Arndt for organising the Colloquium. Felix, working with Region 5 Rep Nigel Healey, also organised a Research Colloquium for doctoral students and early career researchers in NZ, which was held on Wednesday 21 April at the University of Canterbury. Both of these events were very successful.

Concerning our flagship publication, the *Journal of Management & Organization*, I am pleased to tell you that its inaugural Thomson-Reuters Web-of-Science Impact Factor was 0.48, which would seem to belie its rating as a 'C' by the ARC. Indeed, this achievement was considerably better than some of the other journals in our field that were rated as 'A'. As I noted in my earlier President's Report, *JMO* is now a truly international journal, and we hope that ANZAM members will continue to support it.

The motion to adopt a new ANZAM Constitution to change our status to a Company Limited by Guarantee was passed at a Special General Meeting, convened on 9 June. Included in the Constitution is a revised membership structure for our Academy (reported elsewhere in this Newsletter).

We are corresponding with our sister bodies AoM, ANZMAC, and BAM to improve levels of co-operation. In particular, I will be attending the BAM conference in September to discuss with the BAM Executive ideas for cross-academy membership benefits. I also remind members that we will be discussing our membership of IFSAM at our AGM in December, and that you are invited to send us your ideas on this topic (see elsewhere in the Newsletter for more on this).

ANZAM will shortly be launching the concept of 'special interest groups' (SIGs). Details will be forthcoming soon.

Finally, the dates for the 2011 ANZAM Conference in Christchurch were confirmed as 6-9 December 2011.

I hope that the 2010 academic year is going well for you, and I look forward to seeing you in Adelaide in December.

**Neal M. Ashkanasy, PhD**  
**ANZAM President 2010**



**ANZAM Dessert Function - AoM 2010**

**ANZAM 24<sup>TH</sup> CONFERENCE 2010**  
**8-10 December 2010**  
**Hosted by University of South Australia**



**EARLY BIRD REGISTRATION OPENING SOON!**

The Conference Organising Committee are pleased to extend an invitation to attend the 24th Annual Australian and New Zealand Academy of Management Conference to be held from 8-10 December 2010 at the Adelaide Convention Centre.



University of  
South Australia

A comprehensive and stimulating Conference Program is currently being developed to cover topics relevant to the conference theme of *'Managing for Unknowable Futures'*. An exciting line up of well-respected speakers shall be presenting at the ANZAM Conference, including our two keynote speakers Professor Sara Weller and Professor Sri Zaheer.

***Please note:*** The Conference opens at 11.45am on Wednesday 8 December – you can fly in that morning. It closes after the final plenary at 5.00pm Friday 11 December

**Program Format**

<b>Wednesday 8 December</b>	11.45am: ANZAM Conference Official Opening Conferencing Happy Hour Drinks
<b>Thursday 9 December</b>	Conferencing ANZAM Conference Dinner
<b>Friday 10 December</b>	Conferencing Doctoral Workshop 5.00pm: Farewell Drinks
<b>Saturday 11 December</b>	Doctoral Workshop

**IMPORTANT DATES**

**Authors' Acceptance Notification:** 31 August 2010

**Registration Opens:** September 2010

**Registration Deadline for Authors:** 20 September 2010

**Early Bird Registration Deadline:** 7 October 2010

## Social Program

### Welcome Reception

**Venue:** Adelaide Convention Centre, Northern Foyer  
**Date:** Wednesday 8 December 2010  
**Time:** 6.30pm-7.30pm  
**Cost:** Included in full registration (Additional tickets available to purchase)  
**Dress:** Smart Casual

An invitation is extended to delegates and registered accompanying persons to attend the Welcome Cocktail Reception. The perfect opportunity to renew old friendships and make new acquaintances as we welcome you to Adelaide and the start of the 2010 ANZAM Conference. Enjoy canapés and fine wine whilst overlooking the beautiful Torrens River – the perfect setting for easy conversation and networking.



### Conference Dinner by the Beach

**Venue:** Stamford Grand Hotel, Grand Ballroom Moseley Square, Glenelg  
[Click here](#) to view the Stamford Grand Hotel on Google Maps  
**Date:** Thursday 9 December 2010  
**Time:** 6.30pm-11.00pm  
**Cost:** Included in full registration (Additional tickets available to purchase)  
**Dress:** Smart Casual

Join us for a relaxing night with friends and colleagues at The Stamford Grand Hotel on the beach at Glenelg. Enjoy a delicious set menu with beverages before you dance the night away with a live band. Why not get the true Adelaide experience and catch a tram to the venue! Shuttle buses will run from the Adelaide Convention Centre to the Stamford Grand Hotel.



### Happy Hour Farewell Drinks

**Venue:** Adelaide Convention Centre, Northern Foyer  
**Date:** Friday 10th December 2010  
**Time:** 5.00pm-6.00pm  
**Cost:** Included in full registration  
**Dress:** Smart Casual

The Conference concludes with a last hour of socialising at the Convention Centre before everyone flies home.

On behalf of the Organising Committee we look forward to welcoming you to Adelaide in December!

**Please visit the conference website for further information**

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

[www.anzamconference.org](http://www.anzamconference.org)

## **JOURNAL OF MANAGEMENT & ORGANIZATION**

*JMO* is pleased to announce the creation of a new Editorial Department on Management Education. We are extremely pleased that Professor Prem Ramburuth, Associate Dean of Education in the School of Organisation and Management at UNSW, has agreed to oversee this Department as Associate Editor. Professor Ramburuth is the recipient of numerous nationally competitive research grants in the area of management education including Indigenous education, and numerous publications which identify issues and new practices relating to changes in local and international business education including publications in *JIBS*, *Multicultural Education and Technology Journal*, *Chinese Management Studies*, *Journal of Teaching in International Business*, *Accounting Education*, and *Higher Education*. Management Education is an area that is receiving a great deal of attention at this time with new directions continually emerging as events in local and global business environments change. *JMO* aims to take the lead in encouraging and showcasing research in this important area of management.

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### **ANZAM AT AOM CONFERENCE – MONTREAL, 2010**

The 2010 Annual Meetings of the Academy of Management were held from 6-10 August in Montreal, Canada. Included in the program were a record 311 participants from Australia and New Zealand. The contingent included representatives from 37 ANZ educational institutions. The University of Queensland, with 33 participants, headed the list this year. Other Australian institutions represented were Melbourne (21), Sydney (21), Monash (20), QUT (19), UNSW (18), Macquarie (16), Griffith (14), ANU (13), Deakin (12), UTS (10), UWA (9), and UniSA (7). Also included were representatives from Adelaide, Bond, Canberra, Curtin, Edith Cowan, Flinders, La Trobe, Newcastle, RMIT, Southern Cross, Sunshine Coast, Swinburne, UTas, UWS, VicU, and Wollongong. New Zealand's participating institutions were led by AUT and Waikato with 10 each, followed by VUW (7), Otago (6), Canterbury (5), and Massey (5). Others from NZ represented Auckland and Lincoln.

Participation by the ANZ contingent was the equal third largest (with the Netherlands) among the non-US institutions, with only Canada (664), the UK (498) and Germany (340) ahead of us.

At the conference, ANZAM hosted its third "Dessert Reception" that, like last year, was exceptionally popular and successful. For more information, visit the Academy of Management website: <http://www.aomonline.org>.

**Neal M. Ashkanasy**  
**UQ Business School**

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### **DOCTORAL/EARLY CAREER RESEARCHER MATTERS**

#### **2010 Mid-Year Doctoral Workshop**

The Mid-Year Workshop was held on 7 & 8 June at Macquarie University, Sydney. More than 30 participants experienced exceptionally nice facilities, great food, and plenty of time to network. The particular emphasis of this Workshop was on the preparation of an academic career and academic writing. We heard about career examples from all over the world, discussed publishing strategies, spoke to the Editor of the *JOB*, and much more. For the first time, we initiated the gathering of special interest groups. At this workshop eight experts on Entrepreneurship and eight experts on Complexity Theory discussed their thesis ideas and latest developments in their research fields with two senior academics.

#### **2010 Workshop @ the Conference**

We'd like to invite you to our Workshop @ the Conference at the University of Adelaide on 10 & 11 December, directly after the ANZAM Conference (10am-5pm on both days). This year, we will offer a huge range of seminars that can be combined according to one's interests. Registration will open at the end of August, so check out our website <http://www.anzam.org/doctoral-matters/doctoral-workshop>. The deadline for registration will be the end of October. We are going to organize a social

gathering in the run-up to the Conference and invite all PhD students who have submitted to the Conference and/or are registered for the Workshop. We hope to meet you all in Adelaide.

### **Inaugural Research Colloquium**

ANZAM, in cooperation with the University of Canterbury, held its Inaugural Research Colloquium on 21 April 2010 in Christchurch, New Zealand.

The aim of ANZAM's Colloquia is to offer participants an opportunity to network with fellow researchers in the same or a closely related field of research and possibly develop a co-authored paper with other participants. To facilitate this aim, a number of notable scholars will be invited to discuss strategies for co-authorship and idea generation. Afternoon sessions put these strategies into action, offering the opportunity to develop an outline for a co-authored paper with other participants, to develop one's own writing and discuss research approaches face-to-face with one or several of our participating professors. Overall, these Colloquia offer a platform for special-interest groups and an improvement of regional networking opportunities.

The first Colloquium featured the topics of "organizational learning, knowledge, resources and capabilities". Fifteen PhD students and early career researchers registered and seized the opportunity to meet with five leading professors in their region. Two participants flew in from Sydney, Australia.

The feedback was overwhelmingly positive. Participants highly valued the opportunity to get in touch with people studying in the same field of research. The performed presentations were recognized as highly relevant. The interactive afternoon was perceived as most useful to position one's own research, to connect and network.

In 2011, we will offer a series of Colloquia in several of our member regions. Details will be published in due course. Visit our website or watch our Facebook group announcements. Not yet a member? Forward your email address to Felix ([ffarndt@gmail.com](mailto:ffarndt@gmail.com)) or Ryan ([R.Gould@uws.edu.au](mailto:R.Gould@uws.edu.au)) so they can invite you to join.

**Felix Arndt**

**Ryan Gould**

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## **CHANGES TO 2010 ANZAM EXECUTIVE COMMITTEE**

### **Region 1 – NSW/ACT**

Following Dr David Poole's resignation from the Executive on 9 June 2010, Dr Anneke Fitzgerald (University of Western Sydney) agreed to serve as a Region 1 Representative, effective immediately.

### **Region 2 – VIC/TAS**

As Professor Julian Teicher will no longer be employed within Region 2 from 1 September 2011, Associate Professor Leisa Sargent (University of Melbourne) will serve as a Region 2 Representative, effective 1 September 2010.

### **Co-Option to Executive Committee**

Professor Martin Grimmer (University of Tasmania) has been co-opted to the Executive Committee until the end of 2011 to assist in increasing membership in regional and rural areas.

Following his relocation to Vietnam from 1 September 2010, Professor Julian Teicher will be co-opted to the Executive Committee until end-2011 to encourage membership involvement from the SE Asian region.

We welcome these new members to the ANZAM Executive. For a full list of the Executive and their contact details, please see: <http://www.anzam.org/about-anzam/executive-committee>.

## CALL FOR APPLICATIONS – ANZAM EXCELLENCE AWARDS

Applications are called for the following Awards:

### Pearson ANZAM Management Educator of the Year Award

To recognise and encourage excellence in teaching of management, and to provide opportunities for sharing of good teaching practice. This Award consists of a plaque and a cash prize of A\$3,000. In addition, Pearson Australia will provide additional sponsorship up to A\$1,500, on a reimbursement basis, for the winner to conduct a Master Class at the ANZAM Conference in the following year.

**Closes: Friday 10 September 2010**

### Tilde University Press ANZAM Early Career Researcher Award

To foster and recognise the research and scholarly achievements of emerging researchers who are at an early stage in an academic career. The Award consists of a plaque and a cash prize of A\$2,000.

**Closes: Monday 30 August 2010**

### ANZAM Personnel Review Best Doctoral Dissertation Award

To recognise exceptional doctoral dissertation research in the field of Management. The Award consists of a cash prize of A\$1,500, a plaque and an opportunity to publish in the *Journal of Management and Organization*.

**Closes: Monday 30 August 2010**

### ANZAM Best Research Dissertation Proposal Award

To be eligible, students must be in the first two years (full-time equivalent) of their PhD program (Doctor by research) by 1 November 2010 and not have previously submitted their proposal to this competition. We encourage all eligible doctoral students who are studying topics related to the field of management to apply. The Award consists of a cash prize of A\$1,000.

**Closes: Wednesday 6 October 2010**

For more information, please visit the website at: <http://www.anzam.org/anzam-awards/excellence-awards>

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## CALL FOR NOMINATIONS – ANZAM 2011 EXECUTIVE COMMITTEE

Nominations are now called for the President Elect (to assume the Presidency in 2012) and those Regional Representative positions falling vacant (as below).

- Region 1 (NSW/ACT) – 1 vacancy
- Region 2 (Vic/Tas) – 1 vacancy
- Region 3 (Qld/NT) – 1 vacancy
- Region 4 (SA/WA) – 1 vacancy (Western Australia)
- Region 5 (NZ) – 2 vacancies

A nomination is required to be in writing and signed by both nominator and nominee.

**Nominators** must be financial ANZAM members and primarily employed in the Region in which the position nominated is being contested. **Nominees** for all positions must be financial members of ANZAM in the Life, Distinguished, or Professional Member category. In addition, **nominees for President Elect** must also have been on the ANZAM Executive for at least two years in the last five years (as at December 2010).

Nomination forms will be emailed to all financial ANZAM members by 1 September 2010, with nominations closing at 5.00pm on **Friday 17 September 2010**.



## NEW ANZAM MEMBERSHIP LEVELS

At the Special General Meeting in June, the following membership categories were approved.

- Professional Membership;
- Distinguished Membership (Fellow of the Academy);
- Associate Membership;
- Institutional Membership; and
- Honorary Membership.

A quick summary is shown below, but more details can be found in the Constitution, at:

<http://www.anzam.org/about-anzam/anzam-constitution>.

### Professional Membership (MANZAM)

Professional Membership shall, subject to Rule 4(2)(b), be available to those persons who are teachers or researchers (or both) in business, management, public administration or related disciplines in universities and colleges, or individuals with a significant involvement in management education or research, and to such other persons, including management practitioners as may in the opinion of the Board have a substantial interest in the advancement of scholarship in those disciplines.

### Distinguished Membership (Fellows of the Academy) (FANZAM)

The Academy shall encourage Professional Members to aspire to recognition as Fellows of the Academy through excellence in management research, scholarship, education and leadership. Distinguished Membership shall, subject to Rule 4(3)(c), be available to those Professional Members with at least five (5) years of Membership and who, in the opinion of the Board, have demonstrated an advanced standing in any or all of the avenues of management research, scholarship, education and leadership.

### Associate Membership

Associate Membership shall, subject to Rule 4(4)(b), be available to:

- (i) postgraduate students enrolled in fulltime courses in management education or similar areas,
- (ii) teachers or researchers (or both) in business, management, public administration or related disciplines based in off-shore campuses and overseas partners of Australian and New Zealand universities and colleges, and
- (iii) any person who expresses an interest in management issues.

### Institutional Membership

Institutional Membership shall, subject to Rule 4(5)(d), be available to organisations and institutions with an interest in furthering the objectives of the Academy ("Institutions"). These Institutions shall be either:

- (i) Departments, centres, faculties, schools and institutes of universities and colleges or sections thereof which are geographically separate,
- (ii) Associations or companies or divisions thereof,
- (iii) Government departments, authorities or instrumentalities.

### Honorary Membership

Honorary Membership shall, subject to Rule 4(7)(b), be available to distinguished persons whose services to the advancement of scholarship in management and related disciplines in Australia or New Zealand, in the opinion of the Board, merit the award of Membership. Honorary Membership shall be conferred by the Board for periods not exceeding one year at a time.

### Life Fellowships

Distinguished Members (Fellows of the Academy) who make outstanding contributions to the Academy may be recognised through the award of **Life Fellow** status, and being granted free lifetime membership in recognition of their exceptional and long term contributions to ANZAM (and/or the profession). Such awards will be made by the Board following procedures developed and approved by the Board.

*The ANZAM Membership Sub-Committee is considering the status of current Life and Distinguished members, and will communicate directly with them regarding their conversion to the new membership categories.*

## **Guidelines and Processes**

Application to Associate and Professional Membership will remain as they are now. Professional Members can be nominated for ANZAM Distinguished Member (Fellow) by another ANZAM Member of Professional level or higher. Self-nominations will also be accepted, but all nominations will be assessed according to the criteria outlined below. Nominations (or applications) must be a maximum of 5 pages with appendices containing evidence for statements in the nomination of no more than 10 pages. These nominations must be lodged with the ANZAM Secretariat at least 6 weeks prior to the Annual General Meeting for formal ratification at this meeting.

### *Guidelines for Approval of ANZAM Fellow Nominations*

The Membership Sub-committee of the ANZAM Executive will consider all nominations for Fellows and make recommendations to the full ANZAM Executive. Nominees must have been Professional members of ANZAM for at least five (5) years and their applications will be evaluated across all of the following criteria; however nominations must demonstrate exceptional performance in at least three of the five criteria as follows. Of these three, the Membership Committee will be prepared to weigh truly outstanding contributions in one particular area against more limited involvement in the other two.

1. A significant research contribution to the management discipline as evidenced by books, refereed papers in major journals, awards for research, the practical use of research findings by the management profession. Particular attention will be paid to the following aspects:
  - a. Evidence of research quality through citation analysis
  - b. Honorary awards
  - c. Recognition from the practitioner community
  - d. Editorship of journals, Conference organisation (relevant to the broad management discipline)
  - e. International reputation in a certain area
  - f. Prestigious fellowships or visiting lectureships
  - g. Successful research grant awards
  - h. Prize winning publications
  - i. Influential reports to government
2. A significant contribution to management education. This educational contribution would be evidenced by such things as teaching awards, the successful use of innovative teaching methods and the writing of case studies and management texts and the mentoring of PhD students.
3. A significant contribution to management practice through senior leadership positions in public or private sector organisations over a period of at least ten years.
4. A significant and successful leadership role in the management school or department of a university in the Australia and New Zealand region. This leadership role would be evidenced by the length of time that the leadership role had been undertaken, the standing of graduates in academic and/or professional roles, the successes of staff members with respect to research and teaching, career placement of graduates from programs under the nominee's responsibility.
5. A significant leadership role in the management discipline as evidenced by the taking of leadership positions in the academies and practitioner organisations, with evidence of significant individual contribution which has led to changes and advancement in these organisations. Another form of leadership would be playing a significant role in organizing the Academy's annual conference.

6. A significant advocacy role for the management discipline through widely recognised contributions to government panels and/or taskforces, high-level industry panels of inquiry, Senate inquiries, or similar.
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## ANZAM MEMBERSHIP OF IFSAM

At its Strategy meeting in October 2009, the ANZAM Executive decided not to renew its membership of The International Federation of Scholarly Associations of Management (IFSAM) in order to optimise its strategic alliances with other organisations, particularly the Academy of Management and those in the region. After discussion at the AGM in December 2009, it was agreed to continue membership in 2010 until such time as a substantive discussion took place at the 2010 AGM.

Whilst not a decision which needs to be made at an AGM, the Executive is nevertheless keen to canvass members' opinions on the subject, particularly those who might not be able to attend the AGM at the Conference in Adelaide. Please direct your emails to Anne Anderson at the Secretariat on [anzam@griffith.edu.au](mailto:anzam@griffith.edu.au).

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## APPOINTMENTS/CONGRATULATIONS

### Ross Chapman

Professor Ross Chapman joined Deakin Business School as Head of School in June 2010. Prior to this appointment, Ross was Professor of Business Systems in the College of Business at the University of Western Sydney, where he held several senior management positions including Associate Dean (Research) and Director, Centre for Industry and Innovation Studies. Ross is also ANZAM President-Elect in 2010.

### Grace McCarthy

*SBS Educator Awarded for Outstanding Contribution to Teaching:* Sydney Business School (SBS) Senior Lecturer, Dr Grace McCarthy, was recently recognised for her outstanding contribution to teaching and learning by being awarded a highly sought after and prestigious OCTAL award by the University of Wollongong. Grace was one of six faculty winners awarded the accolade at a ceremony presided over by the Vice Chancellor of the University of Wollongong, Professor Gerard Sutton. Grace is Sydney Business School's program coordinator for the Doctor of Business Administration and Master of Business Coaching programs, a senior lecturer and research supervisor. Grace lectures in business coaching, managing people and managing in multi-national companies. She enjoys blending real life experience with academic rigour. Colleagues and students alike have come to value her attention to detail and passionate dedication to student needs and outcomes. If you would like to know more about either the Master of Business Coaching or DBA programs, please drop Grace an email on [gracemc@uow.edu.au](mailto:gracemc@uow.edu.au)

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## PUBLICATIONS

We are pleased to announce the publication of an essay by Professor Mark Gabbott based on his presentation at the recent launch of the ANZAM HOD Network.

The essay, entitled '**Challenges facing management education in Australia**', is available on the July 2010 JMO issue website as a Postscript at:

<http://jmo.e-contentmanagement.com/archives/vol/16/issue/3/general-issue>

and will be included in JMO 17/2 (May 2011) as the first available hard copy issue.

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## CONFERENCES AND CALLS FOR PAPERS

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

### CONFERENCES

CONFERENCE	VENUE	DATE
<a href="#">Asia Academy of Management (Asia AOM)</a>	Macau, China	12-14 December 2010
<a href="#">Association of Employment Practices &amp; Principles (AEPP) Conference</a>	San Francisco, USA	29 September-1 October 2010
<a href="#">British Academy of Management (BAM)</a>	Sheffield, UK	14-16 September 2010
<a href="#">11<sup>th</sup> International CINet Conference</a>	Zurich, Switzerland	5-7 September 2010
<a href="#">EMS (Environmental Management Systems) National Conference</a>	Geelong, Australia	13-15 October 2010
<a href="#">Institute for Operations Research &amp; Management Sciences (INFORMS)</a>	Austin, USA	17-10 November 2010
<a href="#">International Employment Relations Association Conference</a>	Singapore	26-28 June 2011
<a href="#">10th Pacific Employment Relations Association Conference</a>	Surfers Paradise	15-18 November 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**
- [Asia Pacific Journal of Human Resources - Special Issue: Talent Management in the Asia-Pacific](#). **Closes: 28 February 2011**
- [Employee Responsibilities and Rights Journal \(ERRJ\)](#). **Ongoing Call**
- [Health Sociology Review - Special Issue: Transformations in Health Care: Privatisation, Corporatisation and the Market](#). **Closes: 1 September 2010**
- [Human Relations – Special Issue: Reinventing Retirement: New pathways, new arrangements, new meanings](#). **Closes: 31 January 2011**
- [Industrial Marketing Management - Special Issue: Capabilities, Innovation and Competitive Advantage](#). **Closes 31 December 2010**
- [Innovation: Management, Policy & Practice - Special Issue: Collaborative and Challenge-led Innovation](#). **Deadline: 1 December 2010**
- [International Journal of Manpower - Special Issue: The Impact of the Global Financial Crisis on Human Resources Management](#). **Closes: 12 November 2010**
- [International Journal of Mixed Methods in Applied Business and Policy Research](#)
- [International Journal of Multiple Research Approaches - Special Issue: Mixed Methods in Business and Management Research](#). **Closes: 1 December 2010**
- [International Journal of Organisational Behaviour - Special Issues \(2\): 1. Human sustainability; 2. Sustainability marketing and green consumerism](#). **Close: 1 October 2010**
- International Journal for Responsible Employment Practices and Principles: Submissions/enquiries to [Professor Lyn Bennington](#)
- [International Journal of Training Research - Special Issue: The Future of Technical and Vocational Education \(TVET\): Global challenges and possibilities](#). **Deadline: 1 November 2010**
- [Leadership - Special Issue on Healthcare Organization: Leading Healthcare Organizations - the Theory and Practice of Context](#). **Closes: 15 October 2011**
- [Small Enterprise Research Journal](#)

## Calls for Papers – Conferences

- [10th Annual Pacific Employment Relations Association Conference - Surfers Paradise: 15-18 November 2010. Deadline for Papers/Abstracts: 20 September 2010](#)
- [10th International Research Conference on Quality, Innovation & Knowledge Management \(QIK\) - Kuala Lumpur, Malaysia: 15-18 February 2011. Deadline Extended to: 27 August 2010](#)

## Calls for Stream Convenors

- [Equality Diversity and Inclusion Conference: 7-8 February 2011 - Auckland, New Zealand. Due: 15 September 2010](#)

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## ACADEMIC EMPLOYMENT OPPORTUNITIES

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

[Victoria University of Wellington: Director of MBA, Victoria Management School, Pipitea Campus. Closes: 31 August 2010](#)

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## FELLOWSHIPS

[Centre for Human Resource Management \(CHRM\), University of South Australia: Postdoctoral Research Fellows \(4\). Close: 27 August 2010](#)

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## SCHOLARSHIPS

[Australian Scholarships Foundation - Management Scholarships for NFP Managers.](#)

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## SEARCHING FOR A SUPERVISOR

A PhD student is looking for supervisors in Australia to work with him on his research to develop a new model of corporate governance using six disciplines (accounting, auditing, finance, law, strategy and organisational behaviour). It is a multi-country, multidisciplinary and problem-based research. For more information, please email Sunil Dixit, Chartered Accountant, at [Sunil.DixitCA@Gmail.Com](mailto:Sunil.DixitCA@Gmail.Com).

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## MISSING PERSONS

If you know where to find any of the members below, please contact the Secretariat or ask the member to send updated details.

Name	Last Seen at...
Coath, Emma	Monash University
Murray, Peter	University of the Sunshine Coast
Price, Oriana	University of Technology Sydney
Summers, Ami	Positive Leadership

Please visit the website at <http://www.anzam.org/anzam-membership/change-of-details> for the options available to you to change your contact details.

## IMPORTANT DATES – 2010

<b>30 August</b>	Closing Date – Tilde University Press ANZAM Early Career Researcher Award Closing Date – ANZAM Personnel Review Best Doctoral Dissertation Award
<b>10 September</b>	Closing Date – Pearson ANZAM Management Educator of the Year Award
<b>17 September</b>	Closing Date – Nominations for ANZAM 2011 Executive Committee
<b>27-28 September</b>	ANZAM Executive Meeting at Gold Coast (hosted by Griffith University)
<b>6 October</b>	ANZAM Best Research Dissertation Proposal Award
<b>30 November-1 December</b>	ANZAM Doctoral Workshop at the 2010 Conference (hosted by Victoria University, Melbourne)
<b>8-10 December</b>	ANZAM 2010 Conference in Adelaide, Adelaide Convention Centre (hosted by Division of Business, University of South Australia)  Date for the AGM to be advised soon.
<b>10-11 December</b>	ANZAM Doctoral Workshop at the 2010 Conference (hosted by University of Adelaide)

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## **MY FATHER, MY DEGREE: MEDITATIONS ON THE POEM**

**(Dr Damian Ruth, Massey University)**

This paper was born as a five minute acceptance speech for the Pearson Education Management Educator of the Year AWARD in 2008. I offered a few observations based on the view that I don't each EFTS (equivalent full-time students) but real breathing people and then read the poem. Judging from the number of real breathing people who appreciated my sentiments, I had touched a common chord. By way of thanks, here are some meditations on the poem.

My father, my degree

I went to university because my father couldn't  
and with every lecture brushed the coal dust  
of Lancashire off my self.

Today, the depth of my inheritance  
is parchment rolled in a blue plastic tube  
and I am standing with my father on Jameson steps,  
outside graduation hall.

I pass it to him tenderly  
and this stocky, white-haired, undegreed engineer  
holds it, with me, in his stubby fingers.

It is December, and we squint against the sun.  
We are in the new country.  
The coal dust between us is thinning.  
His father could not read very well.

Perhaps it is this that saves us from hell  
- that by the grace of our fathers  
we have such stories to tell.  
Stories that never get told in a seminar,  
but that tell us who and what we are.

### **Education as compensation (personal and social)**

Like many of my generation I was the first of my family to go to university and get a degree. The chances of my father going to university, growing up as a working class kid in the North of England, were pretty slim. He would have loved to do so and that desire grew as he grew older.

He immigrated to South Africa and with a young family started life as a fitter and turner working shifts. By dint of night study he became a work study officer and progressed to become a production engineer. But he never got a degree and I can remember as a young teenager he expressed his frustration at being passed over for promotion by guys much younger than himself who had a degree in chemical or mechanical engineering. In many instances he had to teach them their job. I think he wanted a degree both for the sake of the knowledge and for the sake of the status and the opportunities that it would open up. In the sixties, as our family grew and our standard of living improved, that urge may have abated, but I don't think the desire for what it stood for was ever lost. It remained important and elusive. So in a way, my father not getting a degree expresses a view of education as a kind of unrequited desire.

This is part of my heritage which I have to acknowledge and no doubt, although I had the luxury of going to university purely for the sake of satisfying intellectual curiosity, I was also pursuing the idea of this thing called a degree that stood for something and opened up possibilities. Of course there was an element of seeking parental approval and my father's admiration. This opens up education as unrequited desire becoming requited from one generation to the next.

So to say then that I went to university because my father couldn't is true, but in important ways it is not the whole story.

## Education as a process of identity construction and identity loss

When I go on to say that with every lecture I brushed more of the coal dust of Lancashire off my Self I am capturing the idea of education as both identity creation and identity loss. Getting the acceptance letter and the moment of graduation were celebratory moments in a process that lasted several years. Not only was I adding to my Self and creating something, I was also sloughing something, I was brushing off something. As I was fulfilling an inheritance I was discarding parts of it. As I gained in stature in my father eyes I became more distant from him and what he had to offer me. As a child of immigrants I carried language, accent, cuisine, manners and horizons of an Other Place, which my parents called 'home' for years as they raised us in our home in Africa. Education is among many other things socialisation and acculturation and so, what my parents sought to give us alienated us from them.

## Education and inheritance

In the next verse I draw attention to the depth of my inheritance. I was heir to my father's ambition and his life work that enabled my going to university. Also, as indicated above, I was heir to particular traditions, prejudices, cultural and class jokes and deep convictions and unconscious assumptions, to the culture of the specific class, place and era of my parents. My university education then made me heir to my Western culture and as such gave me the tools to contextualise the specific culture of my class, place and era.

It is easy, in this complexity, to overlook the literal role of inheritance. The literal sense of inheritance was part of my ability to learn. For several years I taught in what was called in South Africa a 'sub-economic township', the equivalent of a deprived inner city school or low-decile school. This suburb was created as a result of apartheid policy. People were forced out of their homes and relocated in bland suburbs hardly worthy of the name housing. The social dislocation was predictable and tragic. A colleague had a convincing theory of why there was such a level of familial dysfunction which reduced education to crowd control. "Damian, you have to remember that these kids realise that they will not inherit anything from their parents and their parent realise they will not be able to pass on anything. They no longer own their homes, they live in rented houses, they have nothing to create or pass on". The power of inheritance at the material level links to the power of inheritance at the psychological level. Our spiritual and psychological well-being rests on knowing where we come from and being able to recognise the ghosts of our past.

There were many things, material objects, that belonged to Nana, Granddad, and I can go to the home where my father now lives, and sit at the desk at which I did my homework 40 to 45 years ago. (Long since refurbished of course – after three of us it needed a lot of sanding back!) There is the *escritoire* that my uncle made. Books accumulated. I could refer to them. I could go back to childhood books.

Think of the role of the study in Western culture, of St Jerome and Jung's tower.

Education is a spiritual, psychological, relational, social and material process. We tend to forget this as we concentrate on the development of the intellect, or even less, on the display of identifiable and assessable behaviour. The reference to my father's stubby fingers is also an allusion to the fetishisation of the distinction between manual and intellectual labour. My father *does* have stubby fingers.

## Education and its representations

When I refer to this inheritance as parchment rolled in a blue plastic tube, it is not only metaphorical. I needed that piece of paper to immigrate to New Zealand. Apprentices need their 'papers', or 'ticket'. Europeans of my parents' generation know that having the right papers can literally be a matter of life or death. Careless and embarrassed institutions discover how educated people can 'forge' their way ahead with the 'right' papers.

This piece of parchment (I think – maybe it was just above-average grade of paper, I haven't checked on it for a while), this single artefact carries a huge complex of parent-child, psycho-social inheritance. Appreciating the wealth of meaning that coalesces into a single piece of paper helps us understand the many varieties in the framing of degree certificates.

Not only individuals, but universities do it. My university has recently rebranded itself. I got an email yesterday from an administrator; "We are holding a clearance sale of memorabilia and apparel stocks



with the old logo... fleece tops, vests, parkas – great for next winter. Wine glasses for summer. Shot glasses for Christmas...” Indeed, a university for all seasons.

I am standing with my father on Jameson steps outside the graduation hall. This is where photos are usually taken. It is a lovely setting, and reflects its era with columns and vaguely faux Grecian architecture. From the steps we can look over rugby fields across the Cape Flats with its sub-economic townships towards the Hottentot Hollands Mountains, one of the early boundaries of the Cape Colony. We are members of a temple here. Universities are where we pay homage to our gods, predominantly the intellectual ones (*cf* my father’s stubby fingers.)

### **Education and emotion**

I pass “it” to him slowly and tenderly. The specific degree in this poem is my Master’s which I received nearly a decade after my Bachelor’s. By this time I had begun to realise what it meant to my father for me to get a degree and I had come to appreciate the larger context in which I stood. The tenderness at this point is in contrast to an anguished and strangled, almost painful recognition of love and appreciation that took place at other times. In the subsequent year my father visited me, and waving at my books, commented that he figured I already knew more words than he could pronounce. He went on to chat about his own aspirations, and for some reason that I have never been able to explain, became more emotional. I went to a wardrobe and took out my Bachelor’s, Honour’s and Master’s degrees and asked him to look after them for me. He took them. The next time I saw my father cry was three decades later when Mum died.

He holds it and of course I know that he is holding me. By passing it to him I was giving him something of myself. It was saying to him, “I am me because of you, because of your efforts, your determination, and your ambition that provided the means for me to go to university”.

In South Africa the academic year runs January to December, so in the late afternoon the sun is shining directly into our eyes but of course that is not the only reason why we are squinting.

### **Education as progress**

The new country is literally South Africa, but it is also a new imaginary, emotional and mental landscape. In the new country (there are many) many children born of colonial immigrants end up going to university. This places them in a curious position relative those they have left behind, as well as the residents of the country they come to. In England some of my cousins and those who would have been my contemporaries did go to university anyway. Maybe I did not need my father’s contribution – we’ll never know. With respect to colonial privilege the South African case was more blatant than most. South African university education was designed to exclude Black South Africans except under very restricted specific conditions, and the whole edifice of white privilege was built on Black dispossession. Thus, the new country held out a new promise. Not only was it one that may have been gained in the old country anyway, it was realised in South Africa largely because it was denied to so many Black South Africans. Like other colonies, South Africa is a dreamscape.

My grandfather could not read very well. My father tells me that in winter months when Granddad wasn’t in the coal mine he sold coal from a cart. Along mentioning that Granddad could not read very well, my father is still fond of saying I use words that he has never heard of. I do have a vocabulary he does not have. University education confers the privilege of being able to discuss the fetishization of manual and intellectual labour, the illusions of progress, and the power of orality in ways entirely different to previous generations.

In later years I taught at one of apartheid’s creations, a historically black university. Sometimes there were students in the lecture theatre who were there because an entire village has saved and scraped to pay for them to be there. They carried the expectations, the aspirations, and in quite material ways, the inheritance of a whole community. The award of a degree was much more than evidence of their personal intellectual achievement. In some instances that was the least of it.

Education was the great signifier of social progress in the modern world.

### **Education as narrative**

We live through stories. Although education as social progress is one of the grand narratives of our age, it remains a profound personal narrative, and indeed going to university (going away to be

educated) is a common motif in bildungsromans and has been since children were sent to 'masters'. Getting a degree is a romance of the mind.

Being saved from hell by the grace of our fathers signifies my Catholic upbringing and schooling. We may gain a state of grace but we are also beholden to our Father for being in a state of grace. I am interested here in what is common to a spiritual sensibility, rather than what is distinctive about Catholicism. There is a salvational theme to the narrative of education. By tapping into the 'great conversation' we are saved from having to go back to the beginning. We may also be deluded into thinking that we have been spared the need to work out our own salvation, and deal with our own personal demons. Education can both bless and curse us.

But most important of all, by giving us a sense of our story and enabling the very act of telling it, education saves us from being forever condemned to senselessly and repeatedly enact it. We are enabled as authors.

Narratives are constructed by elision. As good story tellers know, what you leave out is as important as what you put in. All educational practices accrue a hidden curriculum. As hard as it might be, it is educationally essential when faced with a sea of faces to 'read' every story and detect the specific features of each human struggle to realise the meaning of the tale.

We all have stories about who and what we are that don't get told in the seminar. Sometimes they erupt into our daily work in the form of requests for extensions justified by tragedies. These incidents should remind us that there is a whole subterranean force driving education and we as educators are bit players, but in having that small part, it is humbling to acknowledge what an influential part it might be.