



ANZAM Newsletter 2011
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FROM THE PRESIDENT'S DESK



Kia ora Colleagues

This year's ANZAM Conference was a true celebration of the human spirit. Following the devastating February 22nd earthquake in Christchurch, it was not feasible for the University of Canterbury to continue its plans of hosting the 2011 ANZAM Conference on site. In the spirit of true collegiality, Victoria University of Wellington (VUW) offered to co-host the event and the venue was subsequently changed to Wellington. Massey University also put its hand up in support, generously providing volunteers and a venue for the 2-day ANZAM Doctoral Workshop.

For those of you who were able to join us at this year's ANZAM Conference in Wellington, I know you share my admiration of the terrific job University of Canterbury and its local supporting institutions did in hosting a truly inspiring event. Under the guidance of Co-Chairs Associate Professors Kevin Voges (University of Canterbury) and Bob Cavana (VUW), the Conference proceeded seamlessly, not even interrupted by a 4.2 earthquake that shook the main ballroom during Sir Paul Callaghan's Distinguished Keynote Plenary.

The Conference began with a Maori Welcome (*Mihi Whakatau*) and Cultural Performance (*Kapa Haka*), reminding us all of the importance of keeping our focus on our stewardship role in creating a welcoming and just society for our generation and those to come. Next to come was the ANZAM Keynote Panel Discussion on the Conference theme, "The Future of Work and Organisations". Collectively, Hugh Fletcher (Former CEO, Fletcher Challenge Limited & Former Chancellor, University of Auckland), Dr Rod Carr (Vice-Chancellor, University of Canterbury), and Associate Professor Darl Kolb (University of Auckland Business School) provided glimpses into possible futures where work as we know it is transformed into something more societally friendly by technology and a more just capitalism. Conference attendees continued to have their mental models challenged, with two exceptional keynotes, one by Professor Sir Paul Callaghan and the other by Professor Loizos Heracleous. Doctoral students were reinvigorated by another successful Doctoral Workshop, this one organized by ANZAM's Doctoral Representatives Ryan Gould, Poh Ng and Eraj Ghafoori. The 2011 Conference also saw the launch of another ANZAM Special Interest Group (SIG), this one on Mixed Methods.

A number of special events were put on to celebrate ANZAM's 25th anniversary. The 25th ANZAM Anniversary Presidents' Discussion Panel (Professors Alison Sheridan, Amrik Sohal, Delwyn Clark, and Ian Palmer) on *Reflections and Future Prospects for Management Education in Australia and New Zealand* proved provocative and the stimulating audience discussion that followed highlighted the diversity of management education paradigms in our community and the strengths this diversity brings to our region and the discipline. Another celebration of ANZAM's 25 years of community was the unveiling of the 25th Anniversary edition of the *Journal of Management & Organization*, carrying the subtitle "Managing for the Human Spirit: ANZAM Members Reflect on 2011 Natural Disasters". This special edition (Volume 17, Issue 6) contains three featured articles, two relating to the Christchurch earthquakes and one relating to the Queensland floods. All three articles inspire and highlight the special role ANZAM plays in supporting scholarship and community in our region.

It would be remiss for me not to mention the fantastic Kiwi food, wine and humour to which we were treated throughout the Conference. One such memorable moment was when Co-Chair Kevin Voges advised the assembly over lunch that earthquakes were somewhat of a connoisseur art in New Zealand, sharing the following 'tasting note' quote from the *NZ Herald* about the one felt at the

Conference: "Piquant, with a cheeky intro and a sharp finish." For ANZAM connoisseurs, the same could be said of the 2011 ANZAM Conference.

The Board Meetings held at the Conference also formalised the new Board composition for 2012. The new Board and Sub-Committee structure is available on the ANZAM website (<http://www.anzam.org/>). Together with the Board and the individual and Institutional members, I am confident that we can continue to build ANZAM's capacity to support the development and reputation of management scholarship in our region. I am pleased to share below the priority areas I have outlined for 2012 and which will be discussed at the next Board meeting:

Increase the value and community delivered by ANZAM to all its members through refinement of current policies and activities and the introduction of new initiatives that address the full diversity of the ANZAM membership and support capability development. In doing so, we will be sure to consider the membership needs of New Zealand and Australia separately to ensure our initiatives appropriately respond to the unique circumstances of each country.

Increase the participation in ANZAM of currently under-represented groups such as Indigenous Australian and Maori management researchers and educators, academics and students from centres outside large capital cities, including teaching-focused academics

- 1) Continue to enhance the reputation of ANZAM and management scholarship in our region. This will include identifying additional promotional activities (e.g., promoting ANZAM members at Conference events held by other management academies), securing a high quality international publisher for *JMO*, engaging with the public and private sector).

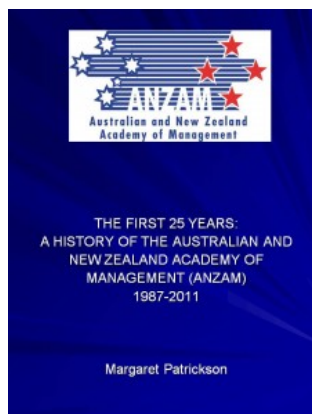
Preparations for the 2012 ANZAM Conference in Perth are already underway, and I hope I will be seeing all of you there. ANZAM Conferences make for fond memories of the joy of sharing together as a community of scholars as well as the opportunity to support the development of the management discipline in our region. I am confident that the 2012 ANZAM Conference will continue this proud tradition.

In closing, I would like to invite each one of you to support ANZAM. It is your organisation; it is the management academy for Australian and New Zealand scholars and their colleagues. You can support ANZAM by writing to me at the ANZAM office (anzam@griffith.edu.au) or my personal email (c.hartel@uq.edu.au) with your ideas of enhancing the value ANZAM delivers to its members throughout the year, as well as questions about how you can become more involved as an ANZAM member through volunteering. Working together as a community of volunteers, we can build a better future for the management discipline in our region.

Ngā mihi nui

Professor Charmine Härtel
ANZAM President 2012

ANZAM HISTORY



As mentioned in the President's message, ANZAM launched its History – *The First 25 Years: A History of the Australian and New Zealand Academy of Management (ANZAM) 1987-2011*, by Professor Margaret Patrickson – at the Conference in Wellington, as part of the celebrations to celebrate its 25th Anniversary.

This document is a living history, located on the ANZAM website, and we welcome members' recollections and anecdotes.

You can click on the cover to the left to access the History.

ANZAM AWARDS – 2011 CONFERENCE

ANZAM Life Fellows

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

Life Fellowships were presented to:

- Professor Greg Bamber, Monash University
- Professor Alan Brown, Edith Cowan University
- Professor Ray Cooksey, University of New England
- Professor Alison Sheridan, University of New England
- Professor Amrik Sohal, Monash University

Professor Greg Bamber, Monash University

Professor Greg Bamber is a Discipline Group Leader, Monash University. He has numerous publications in refereed journals and his books include: *International and Comparative Employment Relations* and *Up in the Air: How Airlines Can Improve Performance by Engaging their Employees*. He has served on the editorial board of 18 refereed journals. He is an assessor for the ARC and for research councils in Britain, Canada, and USA. His international research collaborations include being Co-Leader of projects on: airlines, car manufacturing, dispute settlement, hospitals, and telecommunications. He has been an arbitrator for the British Advisory, Conciliation and Arbitration Service; President of ANZAM; and of the International Federation of Scholarly Associations of Management. He is an Academician of the Academy of Social Sciences, UK; and a Fellow of several other associations including: British Academy of Management (BAM). He has been invited to be a visitor at several other universities including: Harvard and MIT, Melbourne University and UNSW. He is a Visiting Professor, Newcastle University, UK.

Professor Alan Brown, Edith Cowan University

Professor Alan Brown of Edith Cowan University has extensive research and teaching achievements in management education. He has published over 50 journal papers and has made more than 70 presentations (including keynotes) at national and international conferences primarily in areas of quality management and human resource management. Alan also holds membership on editorial boards of several international journals. His teaching and course development experience spans undergraduate to PhD and in many offshore locations including China, Singapore, Dubai, Indonesia, Sri Lanka, Finland, and Kenya. Alan also has considerable leadership experience in academia having served as Head of School, Dean of Faculty, and Director of a research centre. He has conducted consultancy and training work for a variety of public and private sector clients. Alan served as an ANZAM Executive member from 2001-2007, including President in 2006.

Professor Ray Cooksey, University of New England

Ray Cooksey is Professor of Organisational Behaviour and Decision Making in the School of Business, Economics and Public Policy at UNE. He has served in several leadership positions, including Head of School, Chair of Academic Board and Acting Pro Vice-Chancellor (Research). He has taught, conducted research and supervised postgraduate students in a range of disciplines, including education, psychology, and business/management. Ray has an international research reputation in the areas of judgment analysis and decision-making and complexity perspectives in organisational behaviour and HRM. He is also an acknowledged expert in research methodology, including quality criteria for research, mixed methods, and strategies for gathering and analysing quantitative and qualitative data. Ray was Editor of the *Journal of Management & Organization*, the official journal of ANZAM, from 2008 to 2010 and has been on the Editorial Board of the *Journal of Behavioural Decision Making* since 1998. He served on the ANZAM Executive from 1999 to 2010, was ANZAM President in 2003, and has just completed his second term as an ANZAM Research Fellow. He has also been involved with the ANZAM Doctoral Workshops since their inception at the 2002 Beechworth Conference. As an 'emergent outcome' of their collective experiences with these workshops and postgraduate supervision in general, he and Gael McDonald wrote their recently published book, entitled *Surviving and Thriving in Postgraduate Research*, with Tilde University Press.

Professor Alison Sheridan, University of New England

Professor Alison Sheridan is the Head of the School of Business, Economics and Public Policy at the University of New England, where she has been since 1988 when she first joined as a tutor in agricultural economics. Over the past twenty years, she has taught, researched and published widely on issues around gender and management, including co-editing a special issue of the *Journal of Management and Organization* in 2009. She is currently Deputy Chair of the Community Mutual Group, the largest inland credit union in Australia with assets of \$1 billion and a board member of UNE Partnerships. Alison served on the ANZAM Executive from 2003-2009, including as President in 2008.

Professor Amrik Sohal, Monash University

Amrik Sohal has been a Professor in the Department of Management at Monash University since 1993 and served as Associate Dean responsible for Research/Research Development/Research Degrees from 1993 to 2009. His area of specialisation is operations and supply chain management. He has taught and researched in this area for over 25 years and has published extensively in some of the leading journals. Amrik has received research grants from the State and Federal Governments, the Australian Research Council and local industry. In 2001, Amrik received the Vice-Chancellor's Award for Postgraduate Supervision. In 2004 he received an award for research excellence from the International Association for Management of Technology and in 2009 the publications award from the same organisation. In 2010, Amrik received his Dean's Award for Excellence in Research. Amrik served on the ANZAM Executive from 2000-2010, including as President in 2009 and was a member of the BARDSNet Steering Committee for a number of years.

ANZAM Research Fellows

ANZAM Research Fellows are ANZAM members with a distinguished record in research. They are appointed by the ANZAM Board 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.

Professors Ray Cooksey (University of New England) and Professor Brad Jackson (University of Auckland) completed their terms – 2006-2011 and 2009-2011 respectively. They received plaques in recognition of their valuable contribution to ANZAM's doctoral activities.

Certificates of Recognition to Co-Chairs of the ANZAM 2011 Conference

Certificates of Recognition and gifts were presented to Associate Professors Bob Cavana and Kevin Voges, ANZAM 2011 Conference Co-Chairs, in recognition of their contribution in organising such a successful and enjoyable Conference.

ANZAM Management Educator of the Year Award, sponsored by Pearson Education

The purpose of this Award is to recognise and encourage excellence in teaching of management, and to provide opportunities for sharing of good teaching practice. The 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.

Dr April Wright, University of Queensland, was presented with this Award by Max Loveridge, Pearson New Zealand.

ANZAM Early Career Researcher, sponsored by Award Tilde University Press

The purpose of this Award is 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.

Dr Herman Tse, Griffith University, was presented with this Award by Rick Ryan, Publisher of Tilde University Press.

ANZAM Award for Best Doctoral Dissertation, sponsored by Deakin Graduate School of Business

The purpose of this Award is 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 & Organization.

Dr Kate Joyner, Queensland University of Technology, was presented with this Award by Ross Chapman, Head of the Deakin Graduate School of Business.

Thesis: *Individual Agency as Explanation of Alliance Development and Change: A Case Study*

Highly Commended

Dr Denise Jackson, University of Western Australia, was unable to be present to receive a Highly Commended certificate, which has been forwarded to her.

Thesis: *Profiling Industry-Required Non-Technical Competencies in University Business Graduates*

BEST PAPER AWARDS – 2011 CONFERENCE

ANZAM Best Paper Award – sponsored by Auckland University of Technology Business School

Joint Winners:

Bevan Catley, Tim Bentley, Darryl Forsyth, Dianne Gardner, Massey University
Helena Cooper-Thomas, University of Auckland
Michael O'Driscoll, University of Waikato
Linda Trenberth, University of London, Birbeck

Paper: *Managing Workplace Bullying in New Zealand: Perspectives from Occupational Health and Safety Practitioners*

and

Morten Huse, BI Norwegian Business School

Paper: *The "Golden Skirts": Changes in board composition following gender quotas on corporate boards*

ANZAM Best Doctoral Paper Award – sponsored by QUT Business School – Management

Winner:

Serene Ng, Australian National University

Paper: *Abusive supervision and subordinate's outcomes – The moderating role of power distance*

STREAM AWARDS – 2011 CONFERENCE

<p>Stream 1 :</p> <p>Winners:</p> <p>Paper:</p>	<p>University of Canterbury Future of Work & Organisations Stream Award</p> <p>Jarrood Haar (University of Waikato), Maree Roche (Waikato Institute of Technology) & Lieke ten Brummelhuis (Erasmus University Rotterdam)</p> <p>A Daily Diary Study of Work-Life Balance: Utilizing a Daily Process</p>
<p>Stream 2:</p> <p>Winners:</p> <p>Paper:</p>	<p>University of Technology Sydney Critical Management Studies Stream Award</p> <p>John Hassard (Manchester Business School) & Julie Wolfram Cox (Monash University)</p> <p>Paradigms Regained: Theorizing the Contemporary Status of Management and Organization Studies</p>
<p>Stream 3:</p> <p>Winners:</p> <p>Paper:</p>	<p>Edith Cowan University Entrepreneurship, Small Business & Family Enterprise Stream Award</p> <p>Matthias Kramer (ESB Business School), Beate Cesinger, Dominik Schwarzinger & Petra Gelléri (all University of Hohenheim)</p> <p>Investigating Entrepreneurs' Dark Personality: How Narcissism, Machiavellianism, and Psychopathy Relate to Entrepreneurial Intention</p>
<p>Stream 4:</p> <p>Winners:</p> <p>Paper:</p>	<p>RMIT Gender & Diversity in Organisations Stream Award</p> <p>Uma Jogulu & Melissa Parris (both Deakin University)</p> <p>Asia-Pacific immigrant managers in Australia: their views about career</p>
<p>Stream 5:</p> <p>Winners:</p> <p>Paper:</p>	<p>University of Southern Queensland Human Resource Management & Development Stream Award</p> <p>Bevan Catley, Tim Bentley, Darryl Forsyth (all Massey University), Helena Cooper-Thomas (University of Auckland), Dianne Gardner (Massey University), Michael O'Driscoll (University of Waikato), Linda Trenberth (University of London, Birbeck)</p> <p>Managing Workplace Bullying in New Zealand: Perspectives from Occupational Health and Safety Practitioners</p>
<p>Stream 6:</p> <p>Winner:</p> <p>Paper:</p>	<p>University of South Australia International Management Stream Award</p> <p>Serene Ng (Australian National University)</p> <p>Abusive supervision and subordinate's outcomes – The moderating role of power distance</p>
<p>Stream 7:</p> <p>Winner:</p> <p>Paper:</p>	<p>Monash University Leadership & Governance Stream Award</p> <p>Morten Huse (BI Norwegian Business School)</p> <p>The "Golden Skirts": Changes in board composition following gender quotas on corporate boards</p>
<p>Stream 8:</p> <p>Winners:</p> <p>Paper:</p>	<p>University of Wollongong Management Education & Development Stream Award</p> <p>Payyazhi Jayashree (University of Wollongong in Dubai), Sumit Mitra (Indian Institute of Management) & Iman Rabah (British University in Dubai)</p> <p>Changing mind sets: stimulating deep learning through innovative case assessment involving peers</p>
<p>Stream 9:</p> <p>Winners:</p> <p>Paper:</p>	<p>University of Western Sydney Marketing & Communication Stream Award</p> <p>Elizabeth Hemphill & Carol Kulik (both University of South Australia)</p> <p>Can brand equity help nonprofit employment services find jobs for people with disabilities?</p>

Stream 10:	University of Ballarat Organisational Behaviour Stream Award
Winners:	Jarrold Haar & David Brougham (both University of Waikato)
Paper:	Organizational-Based Self Esteem and Work Outcomes: A Within Country Comparison
Stream 11:	University of Canberra Organisational Change Stream Award
Winner:	Mark Edwards (University of Western Australia Business School)
Paper:	The Growth Paradox and Organisational Futures
Stream 12:	Unitec New Zealand Public Sector & Not-for-Profit Stream Award
Winners:	Sarah Proctor-Thomson, Karen Smith (both Victoria Management School) & Heike Schänzel (Auckland University of Technology)
Paper:	Role and Identity in Volunteer Management
Stream 13:	University of New England Research Methods Stream Award
Winners:	Sonia Salomone (PwC Australia), Paul Hyland & Glen Murphy (both Queensland University of Technology)
Paper:	Perceptions of data quality dimensions and data roles
Stream 14:	University of Adelaide Strategic Management Stream Award
Winners:	Salih Zeki Ozdemir, Peter Moran (both Australian School of Business), Xing Zhong (Duke University) & Martin Bliemel (Australian School of Business)
Paper:	Brokerage, cohesive networks and the generation of social capital
Stream 15:	Waikato Management School Sustainability & Social Issues in Management Stream Award
Winners:	Rafi Chowdhury (Bond University) & Mario Fernando (University of Wollongong)
Paper:	The Effects of Spiritual Well-Being and Materialism on Consumers' Ethical Beliefs: Evidence from Australia
Stream 16:	Deakin University Technology, Innovation & Supply Chain Management Stream Award
Winners:	Jim Sheffield (Victoria University of Wellington), Julien Lemétayer (Euroclear, Alten Belgium) & Arthur Ahimbisibwe (Victoria University of Wellington)
Paper:	What Works When? Exploring Contingency in Software Development Methodology

APPOINTMENTS/CONGRATULATIONS

Theodora Issa

Congratulations to Theodora, who was named 2010 Curtin Business School New Researcher of the Year, on 3rd August 2011.

In addition, Theodora's paper, *Sustainable Development and Business Strategies: An International Higher Education Experience*, was awarded one of the Best Papers Awards at the 12th SGBED (Society for Global Business and Economic Development) Conference held in Singapore from 21-23 July 2011.

2012 CONFERENCE – PERTH, WESTERN AUSTRALIA



It is my great pleasure, as Conference Chair of the 2012 ANZAM Annual Conference, and on behalf of West Australian universities, and Curtin University in particular, to invite you to Perth next December for our 26th Conference.

Please put 5-7 December 2012 in your diaries to attend the 26th ANZAM Annual Conference. After enjoying the Kiwi hospitality of Wellington and its unique landscapes we are looking forward to meet you at the most western location in the ANZAM geography. We promise you an opportunity to share research, rekindle existing networks, establish new links, and contribute to challenging conversations in a collegial environment on the banks of the Swan River. Come and enjoy the fantastic climate, unique Swan Valley and Margaret River wines, and the relatively relaxed pace of life. Please do consider a visit to Fremantle, one of the many unspoilt beaches, the Margaret River wineries, or a boat cruise up the Swan river should you choose to stay on or arrive early.

So, please...come and enjoy the 'best of the west' in Perth next year.

Werner Soontiens
Conference Chair
ANZAM 2012 Conference

2012 BOARD

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Professor Charmine Härtel

President Elect & Acting JMO Editor

Associate Professor Bruce Gurd

Immediate Past President

Professor Ross Chapman

Representatives for Region 1 - NSW/ACT

Associate Professor Anneke Fitzgerald

Jacqui Larkin

Representatives for Region 2 - VIC/TAS

Dr Rob Hecker

Professor Julie Wolfram Cox

Representatives for Region 3 - SA/WA

Dr Gerry Treuren (*South Australia*)

Associate Professor Stephane Tywoniak (*Western Australia*)

Representatives for Region 4 - QLD/NT

Professor Lisa Bradley
Professor Peter Jordan

Representatives for Region 5 - NZ

Associate Professor Bob Cavana
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Eraj Ghafoori
Poh Yen Ng

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Professor Werner Soontiens
Professor Julian Teicher
Professor Marie Wilson

Secretary

Associate Professor Bob Cavana

Treasurer

Associate Professor Bruce Gurd

Board Members' contact details can be found at: <http://www.anzam.org/about/board-of-directors/>

ANZAM Sub-Committees for 2012

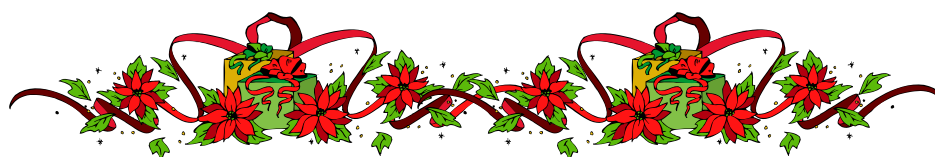
Membership Services, Outreach, Profile and Promotion	Martin Grimmer (Chair), Anneke Fitzgerald, Charmine Härtel, Julian Teicher, Gerry Treuren, Marie Wilson
Research and Research Development	Kate Kearins (Chair), Ross Chapman, Poh Yen Ng, Stephane Tywoniak, <i>JMO</i> Editor
Systems, Processes, Policies and Conferences	Julie Wolfram Cox (Chair), Bob Cavana, Bruce Gurd, Rob Hecker, Werner Soontiens
Teaching & Learning and Regional Activities	Lisa Bradley (Chair), Eraj Ghafoori, Peter Jordan, Jacqui Larkin

ANZAM SECRETARIAT - CHRISTMAS CLOSURE

The ANZAM Secretariat will close on Friday 23 December 2011, reopening on Tuesday 3 January 2012.

On behalf of the ANZAM Board, I wish all members and their families a safe and happy Festive season.

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.**