



ANZAM

AUSTRALIAN & NEW ZEALAND
ACADEMY OF MANAGEMENT

ANZAM Newsletter **Volume 30 Number 2, December 2015**

<i>FROM THE PRESIDENT'S DESK</i>	2
<i>2015 CONFERENCE – QUEENSTOWN, NZ</i>	3
<i>2016 CONFERENCE – BRISBANE, AUSTRALIA</i>	4
<i>JOURNAL OF MANAGEMENT & ORGANIZATION (JMO)</i>	6
<i>YEAR-END DOCTORAL WORKSHOP – QUEENSTOWN</i>	7
<i>ANZAM AWARDS – 2015 CONFERENCE</i>	9
<i>ANZAM 2015 CASE WRITING COMPETITION</i>	10
<i>ANZAM 2015 PELT (PROMOTING EXCELLENCE IN LEARNING AND TEACHING) GRANTS</i>	10
<i>BEST PAPER AWARDS – 2015 CONFERENCE</i>	10
<i>STREAM AWARDS – 2015 CONFERENCE</i>	11
<i>BEST STREAM REVIEWERS – ANZAM 2015 CONFERENCE</i>	13
<i>ANZAM FELLOWS</i>	13
<i>2016 BOARD</i>	13
<i>THE CLASSIFIEDS</i>	14
<i>ANZAM ACADEMY OFFICE - CHRISTMAS CLOSURE</i>	14
<i>BIOGRAPHIES – NEW LIFE FELLOWS</i>	15

FROM THE PRESIDENT'S DESK



Dear ANZAM Members

I am honoured to be ANZAM's president for 2016. I look forward to a year actively working with the ANZAM Board and Manager to serve members' best interests.

Thank you to all who attended the ANZAM Conference in Queenstown. I hope you found it stimulating in terms of academic ideas, feedback on your papers, and connections forged. With good weather and good company in such a stunning location, a really positive vibe prevailed. Interactive program sessions provided greater opportunity for feedback in more intimate settings with good numbers squeezing in. Regular presentation sessions were generally also well attended. Professional development workshops covered a variety of topics of interest to early, mid-, and later career academics. Dr Conor O'Kane, Professor Elizabeth Rose, and their team at the University of Otago did a fantastic job running the Queenstown Conference. I thank them for offering so generously of their time and for their goodwill, patience, and humour. I also thank the Steam Chairs who offer their valuable time to ensure the quality of the program.

Also doing a superb job was ANZAM Doctoral Representative Andrei Lux from Otago who organised and hosted the pre-Conference Doctoral Workshop with 85 students attending. Sponsorship from the University of Otago and the University of Canterbury is appreciated. Many Doctoral Workshop participants joined us for the Conference. Thank you to those colleagues, including ANZAM Research Fellows, who contributed their expertise to individual sessions at the Doctoral Workshop.

Plans are well underway for our 2016 Conference at Queensland University of Technology with Conference Chair Professor Lisa Bradley. The theme is "Under New Management – Innovating for sustainable and just futures". The convenient inner-city location of the Gardens Point Campus and the enthusiasm of the QUT organising team offer the opportunity to again meet your Down Under and abroad colleagues and receive feedback on your papers. Mark your calendar with the submission date of **1 July 2016**. We look forward to seeing many of you in Brisbane next year.

I thank those ANZAM Board Members who leave us this year – Professor Peter Jordan, Associate Professor Terry Sloan, Associate Professor Greg Fisher, Associate Professor Remi Ayoko, and Dr Rob Hecker – and I welcome Lisa Daniel as a new Board member and all those returning as Board members.

ANZAM Board priorities for 2016 are:

- Knowing what members want and working out how to serve you better;

- Promoting the Conference as a key site for research paper and professional development focusing on interactive sessions and professional development workshops/activities which assist you, our members, and appeal to funders;
- Considering an alternative/pre-Conference teaching and learning conference as a cheaper option, attracting an audience whose roles focus them more on teaching, again interactive and perhaps edgy in terms of theme;
- Attracting interest in the regions with ECA/Doctoral Student Workshops planned for Perth and Canberra in April, and potentially Darwin in June and Melbourne in September; and
- Considering our relationship with other professional bodies.

Being ANZAM President is made much easier by being part of a Presidential triumvirate. I have been fortunate to follow Professor Peter Jordan, our President for 2014, and Associate Professor Martin Grimmer, our President for 2015. Peter leaves the Board after long service to our organisation, deep knowledge and expertise, and unquestionably good common sense often delivered with quick wit. Martin stays on as Past President to continue to sensibly advise on Board matters, again with deep knowledge and expertise I greatly admire. Professor Lisa Bradley will follow me as President Elect. I know I am again working with two of the very best.

Along with them, behind us and in front of us, is our Academy Manager, Anne Anderson (aka ANZAM Anne). We are so fortunate to have Anne as the lynchpin of ANZAM, working with all stakeholders, paying attention to all the big and little things that would surely go awry without her conscientious approach that often goes above and beyond the call of duty. Again, humour features highly on the agenda. And believe me, it is a job where one needs a sense of humour. A huge vote of confidence and thanks goes to Anne.

So 2016 rolls around with Board meetings, ECA/Doctoral Student workshops in the regions, and our next annual Conference to write papers and workshop proposals for. Please do! I wish all ANZAM members and supporters a safe and enjoyable Christmas and New Year, some time to rest, and all the best for 2016.

Professor Kate Kearins
ANZAM President 2016

2015 CONFERENCE – QUEENSTOWN, NZ



Thank you to everyone who contributed to the fantastic 29th Australian and New Zealand Academy of Management Conference in Queenstown, New Zealand. There was an action packed week of invaluable scholarly dialogue with just enough time to enjoy a memorable social calendar that made full use of the spectacular peaks of the Remarkables and blue waters of Lake Wakatipu.

The Conference week kicked off with a very successful Doctoral Workshop on Tuesday 1 December. Huge congratulations are due to Otago Doctoral Candidate Andrei Lux on organising such a rewarding day for all. Thank you also to the University of Otago and the University of Canterbury for co-hosting this event.

The main Conference had many high quality paper sessions and workshops, and feedback on the less formal interactive discussion sessions in particular is very positive. In total 455 papers were submitted across 16 streams. We accepted 233 competitive papers and 124 interactive papers. These numbers are particularly pleasing as they maintain the strong numbers that visited Sydney for the 2014 Conference and also demonstrate that a vibrant and inclusive ANZAM community is committed to participating in this wonderful event on both sides of the Tasman.

All three Keynote speakers – David Teece, Eleanor Westney and Patrick Wright – delivered fascinating presentations and their presence and contribution throughout the week was appreciated by all. The two practitioner plenary sessions by Ngāi Tahu Holdings and a panel of South Island entrepreneurs were also very well received and we thank all contributors for their time and insights.

It is important to note that this Conference required the support of a large group of people. The organising committee at the University of Otago were invaluable and always at hand to offer their assistance – warmest thanks to Sarah Carr, Fiona Edgar, André Everett, Alan Geare, Kaye Jeffries, Ian McAndrew, Paula O’Kane, and the excellent student volunteers who helped delegates throughout the week. We also want to acknowledge our sponsors: the University of Otago and Forsyth Barr. Thank you, DVC Richard Blaikie, PVC George Benwell, and Sir Eion Edgar, for your generous support.

We at Otago are proud to have hosted ANZAM 2015. We enjoyed contributing to the ongoing development of the ANZAM community and met some wonderful people along the way. We wish everyone the very best for 2016 and look forward to seeing you all in Brisbane for ANZAM 2016!

Conor O’Kane and Beth Rose
ANZAM 2015 Co-chairs

2016 CONFERENCE – BRISBANE, AUSTRALIA



Brisbane is a new world city, which showcases the best of the traditional and the new. You will find the people friendly, the program exciting, and the environment a safe and supportive one to share your views with colleagues from all over the world. Queensland University of

Technology is a well-placed host institution, nestled in a bend of the Brisbane River, across from the delights of Southbank, on the edge of the CBD, and adjacent to the city botanical gardens.

Confirmed keynote speakers include:

- *Professor Mary Uhl-Bien, BNSF Railway Endowed Professor of Leadership, Professor of Management, Neeley School of Business, Texan Christian University, USA*

Mary is a world renowned leadership expert in complexity leadership, relational leadership and followership, and current Chair of the OB Division for the Academy of Management.

- *Professor Ian Lowe, Emeritus Professor, School of Science, Griffith University, Brisbane, Australia*

Ian was the recent president of the Australian Conservation Foundation and has worked with the Australian National Commission for UNESCO and the CSIRO Division of Sustainable Ecosystems. He was made an Officer of the Order of Australia in 2001 for services to science and technology and for contributing to public understanding of environmental issues.

- *Ms Julieanne Alroe, CEO and Managing Director, Brisbane Airport Corporation Ltd*

Julieanne was appointed to the position of CEO and Managing Director at Brisbane Airport Corporation Limited in July 2009. She currently holds board positions with Tourism and Events Queensland, Infrastructure Australia, and is President of the Queensland Futures Institute.

The Conference will begin with a welcome reception at Old Government House – a gorgeously-restored building on the QUT campus.

The Doctoral Workshop will be hosted by the University of Queensland Business School on Tuesday 6 December. This campus is a pleasant 30 minute ferry ride up river from QUT campus (the ferry stops directly at both campuses).

We look forward to welcoming you to Brisbane and QUT.

Professor Lisa Bradley
On behalf of the 2016 ANZAM Conference Organising Committee



JOURNAL OF MANAGEMENT & ORGANIZATION (JMO)

Dear Colleagues

Thank you for your support and/or contribution to the the *Journal of Management and Organization (JMO)* (<http://journals.cambridge.org/JMO>) during 2015.

The number of articles submitted to the *JMO* editorial team has stabilised, and is drawn from much wider than *JMO*'s traditional Australasian authorship. Around half come from the Asia-Pacific region, with some 30% from Chinese-speaking countries. The editorial team screens articles for quality and relevance, but we feel the general quality of the submissions is rising markedly, and *JMO* clearly set on a stable trajectory for growth. We are quietly confident that this will be reflected in the next round of journal ranking and assessment.

Work in *JMO* is available to a world-wide readership with, for example, 35% of the subscribing institutions in Asia, and 25% each in North America and Europe. This wider readership is reflected in the remarkable rise in the journal usage metrics, such as the five-fold increase in the number of abstracts read comparing 2014 with 2015 data. For your interest, listed below are the most most-downloaded read to date during 2015. We're gratified that many of the papers in the list below appeared during 2015 and yet are as downloaded as often as papers that were published in previous year. That is a very pleasing outcome.

20.2 2014	Making strategy work: The role of the middle manager	Mari Jansen Van Rensburg, Annemarie Davis, Peet Venter
21.2 2015	Strategy implementation: What is the failure rate?	Carlos J F Cândido, Sérgio P Santos
21.2 2015	Leadership theories and the concept of work engagement: Creating a conceptual framework for management implications and research	Robert J. Blomme, Bas Kodden, Annamaria Beasley-Suffolk
19.3 2013	The impact of leadership styles on organizational culture and firm effectiveness: An empirical study	Andrew S Klein, Joseph Wallis, Robert A. Cooke
21.2 2015	Organisational sequestering of workplace bullying: Adding insult to injury	Alison Thirlwall
21.3 2015	How does servant leadership affect employee attitudes, behaviors, and psychological climates in a for-profit organizational context?	Adnan Ozyilmaz, Serpil S Cicek
21.3 2015	Paternalistic leadership, subordinate perceived leader-member exchange and organizational citizenship behavior	Chaoying Tang, Stefanie E Naumann
21.3 2015	Building affective commitment through job characteristics, leadership and empowerment	Sandhya Pentareddy, L. Suganthi
First View	An insider view of the hybrid organisation: How managers respond to challenges of efficiency, legitimacy and meaning	Svein T. Johansen, Trude H. Olsen, Elsa Solstad, Harald Torsteinsen
19.1 2013	Pragmatic leadership: A return to wisdom	Diane Ruwhiu, Malcolm Cone
21.2 2015	Relationships among perceptions of organizational politics (POPs), work motivation and salesperson performance	Wen-Wei Yen

21.2 2015	Personal reputation and the organization	Robert Zinko, Mark Rubin
21.1 2015	Chinese international business graduates: A career dilemma: Repatriate or stay?	Phyllis Tharenou
First View	The role of supervisory behavior, job satisfaction and organizational commitment on employee turnover	Cynthia Mathieu, Bruno Fabi, Richard Lacoursière, Louis Raymond
21.3 2015	A framework for organizational learning: zero, adaptive and generative learning	Ricardo Chiva, Johanna Habib
21.3 2015	The impact of future time orientation on employees' feedback-seeking behavior from supervisors and co-workers: The mediating role of psychological ownership	Jing Qian, Xiaosong Lin, Zhuo R. Han, Bowen Tian, George Z. Chen, Haiwan Wang
21.5 2015	Does open innovation apply to China? Exploring the contingent role of external knowledge sources and internal absorptive capacity in Chinese large firms and SMEs	Fang Huang, John Rice, Nigel Martin

Looking into the future, we have some exciting special issues in process, and we're looking forward to a collection entitled 'Freelancing and Contracting' to appear in early-to-mid 2016. More are in train, but if you have collections that you think may attract a wide interest, offer insights to both academic researchers and practitioners, and fit to *JMO's* remit, we're happy to talk.

All of the above is only as good as the people behind the journal. Whether lending your name as a part of the advisory board, suggesting *JMO* as a forum for articles to your students and colleagues, being an author or reviewer, or handling the papers – however you have participated, we thank you.

Best wishes for the final, frantic period for the end of the year and an enjoyable holiday period.

Professor Tim Bentley
Editor-in-Chief

YEAR-END DOCTORAL WORKSHOP – QUEENSTOWN

ANZAM Year-End Doctoral Workshop at Millennium Hotel, 1 December 20q15

As the Doctoral Student Representative on the ANZAM Board of Directors, it was my great pleasure and privilege to run the Doctoral Workshop earlier this month – a superb success by all accounts.

Please allow me to first extend my deepest gratitude to the ANZAM Research Fellows, academic presenters, and session chairs who generously volunteered their time and energy to bring the event to fruition. I also thank our esteemed Keynote speakers from the Conference, Professors David Teece, Patrick Wright, and Eleanor Westney, who each delivered an invaluable address at the workshop, sharing their wisdom on career planning, research, and writing, respectively.

The Doctoral Workshop attracted 85 student registrants, with 54 of those presenting their work during the Interactive Sessions and receiving valuable feedback from the senior

academic chairs. The program this year was fast-paced with a focus on interactive discussion and the sharing of key insights; a format that was both effective and well-received. We were delighted to see such tremendous enthusiasm during the student presentations and we would like to thank all of the presenters, who had surely spent a great deal of time preparing for the event.

This year we introduced a brief Written Submission as a requirement for all students who wished to present their work – a development that raised the overall profile of the workshop, and helped generate more pertinent discussions on the day. We are proud to acknowledge René Abel, Sarah Eyaa, and Emily Laing for their outstanding Written Submissions – congratulations!

We are indebted to the University of Otago and the University of Canterbury for their generous support as co-hosts of the Doctoral Workshop. I would also like to express my gratitude to Kate Kearins, Martin Grimmer, Ian McAndrew, and Conor O’Kane for their patronage and guidance, as well as Anne Anderson and Greg Vickers, for their tireless assistance throughout the year. Events such as this one could not exist without your dedication; thank you.

My thanks again to all of the workshop delegates for joining us in Queenstown, New Zealand; I hope that you have arrived home safely and with positive memories of the event. Recognising that these young academics represent the future of our profession, we are committed to helping guide their professional development – ensuring that we as a community of Management scholars continue to grow and adapt in these changing times.

We look forward to seeing you again next year in Brisbane, Australia.

Andrei Lux
Doctoral Student Representative, ANZAM Board of Directors
PhD Candidate, Management - University of Otago

Doctoral Workshop Photos...



ANZAM AWARDS – 2015 CONFERENCE

ANZAM Life Fellows

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

Life Fellowship was presented to Associate Professor Bruce Gurd (University of South Australia).

Professor Peter Dowling (La Trobe University) was awarded Life Fellowship in 2014 and received his award at the 2015 Conference.

(See bios for both at the end of the Newsletter.)

Certificate of Recognition to Co-Chairs of the ANZAM 2015 Conference

Certificates of Recognition and gifts were presented to Dr Conor O’Kane and Professor Elizabeth Rose in recognition of their contribution in organising such a successful and enjoyable Conference.

ANZAM Management Educator of the Year Award, sponsored by ANZAM

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 full registration for the following year’s ANZAM Conference.

Unfortunately there were no eligible applications this year.

ANZAM Early Career Researcher, sponsored by *European Management Journal*

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 certificate and a cash prize of A\$2,500.

Winner: Dr Shuang Ren, Deakin University

ANZAM Research Supervision Excellence Award, sponsored by University of Canberra

The ANZAM Research Supervision Excellence (RSE) Award is designed to recognise excellence in research degree supervision among ANZAM members. The RSE Award consists of a plaque and a cash prize of \$500.

Winner: Associate Professor Bruce Gurd, University of South Australia

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

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\$1,000, a certificate, and an opportunity to publish in the Journal of Management & Organization.

Winner: Dr Rodney Scott, University of Queensland

ANZAM 2015 CASE WRITING COMPETITION

The Case Writing Competition is aimed at increasing the number of case studies specific to the Australian and New Zealand region. The winners receives one full Registration for the following year's ANZAM Conference, publication in the *Journal of Management & Organization*, and an opportunity for their case to be published on the ANZAM website.

Winners: Danielle Logue
Alexandra Pitsis
Sonya Pearce
John Chelliah – all from UTS

Indigiearth: Ingredients for a thriving social enterprise

ANZAM 2015 PELT (Promoting Excellence in Learning and Teaching) GRANTS

The purpose of the Grants is to provide funding support for the development of Management Education in Australia and New Zealand, for projects with budgets up to A\$5,000. Ideally Grants will result in new resources/processes/understandings, etc, that benefit the broader Management educators' community rather than just one subject or program within one university. Expected outcomes would typically include at least one new teaching resource that could be placed on the ANZAM website and be used by all ANZAM members.

The winners of the Grant in 2015 are Deanna Grant-Smith and Abby Cathcart from QUT.

BEST PAPER AWARDS – 2015 CONFERENCE

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

Winners: Mark Edwards, University of Western Australia
Christine Soo, University of Western Australia

A Transitional Model of Systemic Change in Disability Sector Reform in WA

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

Winner: Cuifen Weng, University of New South Wales

Local Institutional Diversity and Corporate Political Activity of Private Firms in China

STREAM AWARDS – 2015 CONFERENCE

<p>University of Otago <i>Managing for Peak Performance</i> Stream Award</p>	<p>Cynthia Campbell Iowa State University Rosita Chang University of Hawaii Jack DeJong Nova Southeastern University Robert Doktor University of Hawaii Lars Oxelheim University of Agder Trond Randøy University of Agder <i>The Impact of the Prevalence of CEO Long-term Compensation Incentives on National Economic Peak Performance</i></p>
<p>UTS <i>Critical Management Studies</i> Stream Award</p>	<p>David Pick Curtin University <i>Organization theory, the philosopher, and the fold</i></p>
<p>University of New England <i>Entrepreneurship, Start-Ups and Small Business</i> Stream Award</p>	<p>Lin Cui Australian National University Di Fan Deakin University Yi Fan Australian National University <i>Explicating the Relationship of Entrepreneurial Orientation and Firm Performance: Underlying Mechanisms in the Context of an Emerging Economy</i></p>
<p>RMIT University <i>Gender, Diversity and Indigeneity</i> Stream Award</p>	<p>Zhou Jiang Central Queensland University Xiaowen Hu University of Western Australia Zhongmin Wang James Cook University <i>Open Atmosphere in the Workplace and LGBs' Psychological Experiences: The Roles of Self-Acceptance and Self-Concealment</i></p>
<p>Australasian College of Health Services Management <i>Health Management and Organization</i> Stream Award</p>	<p>Ian McLoughlin Evelyn S Y Looi Prue Burns Amrik Sohal Helena Teede Monash University <i>Institutional entrepreneurship and service innovation in healthcare systems: A Delphi study of redesign and improvement experts</i></p>
<p>University of Southern Queensland <i>Human Resource Management</i> Stream Award</p>	<p>Bronwen Harrison Denise Jepsen Macquarie University <i>The career impact of winning an external work-related award</i></p>
<p>University of South Australia <i>International Management</i> Stream Award</p>	<p>Bruce Gurd University of South Australia John Rice University of New England Peter Hyde University of South Australia <i>Synergies and Dissonance between Culture and Performance Measurement – A study within a Thai hotel</i></p>

Monash University <i>Leadership and Governance Stream Award</i>	Sen Sendjaya Monash University Ivan Butar Butar Australian National University Nathan Eva Mulyadi Robin Monash University <i>Development and Validation of the Short Servant Leadership Behavior Scale (SLBS-6)</i>
University of Wollongong <i>Management Education and Development Stream Award</i>	Arash Najmaei Leonid Petrov International College of Management Sydney Zahra Sadeghinejad Macquarie Graduate School of Management <i>Teaching Research Methods in Business Schools: Insights from Theories of Learning</i>
Western Sydney University <i>Marketing and Communication Stream Award</i>	Vyara Radulova Jovica Breberina Ludwig-Maximilians-University of Munich <i>On the Bad Side of Being Favored: Intra-Industry Spillover Effects of Negative Information</i>
Federation University <i>Organisational Behaviour Stream Award</i>	Kate Lee Leisa Sargent Kathryn Williams Nicholas Williams University of Melbourne <i>Green micro-breaks boost performance: The role of tension and task proficiency</i>
Griffith University <i>Public Sector Management and Not-for-Profit Stream Award</i>	Mark Edwards Christine Soo University of Western Australia <i>A Transitional Model of Systemic Change in Disability Sector Reform in WA</i>
University of Adelaide <i>Strategic Management Stream Award</i>	Cuifen Weng University of New South Wales <i>Local Institutional Diversity and Corporate Political Activity of Private Firms in China</i>
Waikato Management School <i>Sustainability and Social Issues in Management Stream Award</i>	Daniel Schepis University of Western Australia <i>The CSR Strategies in Corporate Approaches to Reconciliation</i>
Deakin University <i>Technology, Innovation and Supply Chain Management Stream Award</i>	Krithika Randhawa Emmanuel Josserand Jochen Schweitzer University of Technology Sydney <i>Open innovation through firm-hosted user communities: A social practice perspective on firm-community relationship</i>

BEST STREAM REVIEWERS – ANZAM 2015 CONFERENCE

- Sujana Adapa, UNE Business School
 - Sushmita Narayana Aghalaya, National Institute of Industrial Engineering
 - Hormoz Ahmadi, University of Tasmania
 - Lorne Butt, TAFE NSW Western Institute
 - Jayne Bye, Western Sydney University
 - Virginia Cathro, University of Otago
 - Urs Daellenbach, Victoria University of Wellington
 - Lingling Gao, University of Tasmania
 - Antonia Girardi, Murdoch University
 - Louise Ingersoll, Western Sydney University
 - John Molineux, Deakin University
 - Kathleen Montgomery, University of California, Riverside
 - Jane Parker, Massey University
 - Andreas Pekarek, University of Melbourne
 - Sen Sendjaya, Monash University
 - April Wright, University of Queensland
-

ANZAM FELLOWS

Congratulations to those who achieved ANZAM Fellow status during the year:

- Professor Richard Dunford, University of Newcastle
- Professor Peter Holland, Monash University
- Associate Professor Terry Sloan, Western Sydney University
- Professor Julian Teicher, Monash University
- Professor Phyllis Tharenou, Flinders University

Find out more about Fellow membership at: <http://www.anzam.org/members/fellow-membership/>

2016 BOARD

President

Professor Kate Kearins

President Elect

Professor Lisa Bradley

Immediate Past President

Associate Professor Martin Grimmer

Representatives for Region 1 - NSW/ACT

Associate Professor Antoine Hermens

Dr Raechel Johns

Representatives for Region 2 - VIC/TAS

Associate Professor Melanie Bryant
 Associate Professor Peter Holland

Representatives for Region 3 - SA/WA

Dr Lisa Daniel (*South Australia*)
 Associate Professor Maryam Omari (*Western Australia*)

Representatives for Region 4 - QLD/NT

Professor Lee Di Milia
 Dr Judy Matthews

Representatives for Region 5 - NZ

Dr Bevan Catley
 Dr Conor O’Kane

Appointed Doctoral Student Representatives

Andrei Lux

JMO Editor-in-Chief

Professor Tim Bentley

Secretary

Dr Lisa Daniel

Treasurer

Professor Lee Di Milia

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

ANZAM Board Committees – 2016

Education	Raechel Johns (Chair), Lisa Daniel, Judy Matthews, Maryam Omari
Membership	Melanie Bryant (Chair), Bevan Catley, Antoine Hermens, To Be Advised
Research	Lee Di Milia (Chair), Tim Bentley, Kate Kearins, Andrei Lux
Systems	Martin Grimmer (Chair), Lisa Bradley, Peter Holland, Conor O’Kate

THE CLASSIFIEDS

Events, Calls for Papers, and Positions Vacant are posted on the [ANZAM website](#).

Free posting on the website is offered to all ANZAM Institutional Members - if you have something to share, [contact the Academy Office](#). It will also be included in one of the regular ANZAM Update emails, and disseminated through LinkedIn, Twitter, and Facebook.

BIOGRAPHIES – NEW LIFE FELLOWS

Professor Peter Dowling:

<http://www.latrobe.edu.au/management-and-marketing/staff/profile?uname=PDowling>

Associate Professor Bruce Gurd:

<http://www.unisanet.unisa.edu.au/staff/Homepage.asp?Name=Bruce.Gurd>

ANZAM ACADEMY OFFICE - CHRISTMAS CLOSURE

The ANZAM Academy Office will close on Thursday 24 December 2015, reopening on Thursday 7 January 2016. Emails will be monitored intermittently during this time.

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

Anne Anderson
Academy Manager



*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