



ANZAM

AUSTRALIAN & NEW ZEALAND
ACADEMY OF MANAGEMENT

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FROM THE PRESIDENT'S DESK



Dear ANZAM Members

It was great to see so many of you at the Queenstown Conference in December 2015 – and to experience such a good vibe. Aware of the advantages of being in a different environment where the Conference *really* is the focus, and the ability for attendees to readily bump into and network with each other in a smaller town setting, your Board is proposing another 'resort location' for the Conference in 2019. Meanwhile, plan for Brisbane in 2016, Melbourne in 2017, and Auckland in 2018!

The Board met in April in Canberra, with individual Board members and Research Fellows organising and contributing to Early Career Academic (ECA) workshop events in Canberra and in Perth. It has become our practice to share our expertise with ECAs where we have Board meetings, and in other regions where we are able to, with the support of the Business School of an Institutional Member. Institutional Members and Heads of School are welcome to contact us in this regard.

In Queenstown I outlined my goals for ANZAM in 2016. These included better knowing what members want and working out how to serve you better. A membership survey is being considered. We also want to promote the Conference as a key site for discussion of research-related professional development. That means focusing on truly interactive professional development workshops and other activities that assist members to develop useful skills and move towards higher-level publications. We are also challenged to look at what we offer in the teaching and learning space, a core aspect of academic activity that occasionally gets eclipsed in our discourse by a focus on research. It is fundamentally important. We are pleased to have a Management Education and Development Stream in our Conference, and teaching cases and other resources available on our website for members. Several other ideas are in gestational stage.

You may be aware that in addition to our regular Conference streams, ANZAM hosts a number of Special Interest Groups (SIGs) which organise various events and meetings during the year or at the Conference. Currently active SIGs include Co-operative and Mutual Enterprises; Emotions and Cognition; Health Management and Organisation; Mixed Methods Research; Operations, Supply Chain and Services Management; and Project Organising. We review their plans and, where justified on the basis of benefits to members, can offer limited financial support for SIG activities. Please visit the [SIG website](#) and contact a SIG Convenor if you want to be involved.

On a further positive note, ANZAM's finances are back heading in the right direction. Your Treasurer, Lee Di Milia, is encouraging careful financial management as the five-year picture shows some years and Conferences are better than others. Rest assured, ANZAM is a lean operation with little chance to further reduce expenditure. The Queenstown Conference

made a surplus, due to good numbers in attendance and strong financial support by our University of Otago Business School hosts, along with other sponsors. Subscriptions to the *Journal of Management & Organization (JMO)* have also increased. We remain pleased to be in the Cambridge University Press journal stable but are saddened by the recent decision to close down the Australasian-based journal commissioning role. Our sincere appreciation goes to the work done by Richard Hecker locally for Cambridge in relation to *JMO*.

In conclusion, preparations are well advanced for the Conference hosted by Queensland University of Technology in Brisbane, commencing with the Welcome Reception on the evening of Tuesday 6 December and concluding on Friday 9 December. The Call for Papers is live on the ANZAM website and the closing date is 1 July 2016. Thanks to Professor Lisa Bradley, Conference Chair, and the team at QUT for the work done in planning the Conference to date. The Doctoral Workshop will be hosted by the University of Queensland on Tuesday 6 December. I hope you plan to join us in Brisbane.

Best wishes.

Professor Kate Kearins
ANZAM President 2016

2016 CONFERENCE – BRISBANE, AUSTRALIA



“Under new management: Innovating for sustainable and just futures”

6-9 December 2016

School of Management, QUT Business School, Brisbane

Preparations are well underway for ANZAM 2016, with the [Conference website](#) up and running. Paper submissions are open, and the deadline is **1 July**.

Keynote speakers for the Conference include:

- *Professor Steffen Böhm, Professor of Organisation Studies, University of Exeter, UK*

Previously, Steffen was Professor of Management and Sustainability and the founding Director of the Essex Sustainability Institute (ESI) at the University of Essex, UK. His research focuses on political economies and ecologies of organization, management and the environment. His books include “*Ecocultures: Blueprints for sustainable communities*” and “*Repositioning Organization Theory: Impossibilities and strategies*”, and he has

published in many journals including *Organization Studies*; *Environment and Planning A*; *Organization*; and *Journal of Organizational Change Management*.

- *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. She is the current OB Division Chair for the Academy of Management.

- *Professor Ian Lowe, Emeritus Professor, School of Science, Griffith University, 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. Julieanne currently holds board positions with Tourism and Events Queensland, Infrastructure Australia, and is President of the Queensland Futures Institute.

The Conference begins on Tuesday evening, 6 December, with a **Welcome Reception** at Old Government House, one of Queensland's most important heritage sites, and located on the QUT campus.

This year, in order to keep the Conference cost manageable, the **Conference Dinner** is not included in the registration cost. It will be on Wednesday evening, 7 December, in Room Three Sixty, with beautiful views over the city and Brisbane River. **Seating is limited.** However, this year there will be **Networking Drinks** from 5.30pm on Thursday evening, 8 December, for all to attend and enjoy, and covered in the cost of registration.

The **Doctoral Workshop** will be hosted by the University of Queensland Business School on Tuesday 6 December. There will be keynote speakers, an Editors' panel and student pitch presentations. This campus is a pleasant 30 minute ferry ride upriver from QUT (the ferry stops directly at both campuses). More information will be available in due course.

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

The following brief report was compiled with input from the publisher's 2015 report and the thoughts of Cambridge's *JMO* representative, Richard Hecker. The report covers a range of operational issues, notably submission strength, journal usage data, and editorial team news.

JMO received an excellent number of papers during 2015 – 335 original papers – and submissions to date suggest a substantially higher number for 2016. The single largest

regional contributors are China, Taiwan and Hong Kong, with around 30% of the papers. The 'home audience' of Australia and New Zealand contributes fewer than 10% of the papers, but is on the increase in 2016. Of the submitted papers, nearly half are desk-rejected, and overall the selectivity is very high with only 15% of the papers being eventually accepted. The mean time for authors from submission to an editorial decision is showing improvement too.

JMO currently has enough content in *Firstview* (in press) to populate the remaining 2016 issues. In addition, we have a very large number of submissions going through the review system, meaning a very healthy position overall. Given the growth in submissions, the Editorial team have made the decision to gradually raise the bar in terms of paper quality – meaning the acceptance rate is likely to drop over time to a level consistent with an A-A* journal (8-12%), from its current level of around 15% (consistent with a AACSB 'A' ranked journal).

Production ran smoothly during 2015, and with a strong backlog of content there is capacity to make strategic choices to grow the journal, create clusters of related content, or look to become more selective. In any event, papers published in advance of an issue can also be cited, which will help future impact factor measures.

As measured by abstract and full text views, the journal is attracting dramatically more attention. The journal enjoyed 110,000 abstract views and 114,000 tables of contents views in 2015, and we're on track to reach 150,000 abstract and 130,000/k tables of contents views for 2016. The launch of the archive has assisted in the abstract usage, but the clear message is that the journal is noticed and its content discoverable.



Cambridge monitors the journal's presence in social media through the Altmetrics service. The journal is surprisingly well used and the Cambridge marketing team plans to push for more social media presence during 2016.

The current impact factor for *JMO*, 0.59, is certainly heading in the right direction and the source normalised impact per paper (SNIP) is a good and encouraging leading indicator. Unfortunately, the late 2013 issue will likely put a temporary brake on the impact factor when the next round is released in June 2016. Fortunately, the content published in 2014 is looking strong in terms of its effect on citation.

JMO has now been accepted into the American Economic Association's key database EconLit. This brings the journal to the attention of economists and their like throughout the world – and another portal for researchers to find *JMO*'s content. (I note that this is an indexing and metadata link, not freeing up the full text, which remains for subscribers and ANZAM members.) The AEA has over 20,000 members plus many, many others throughout the world who may not be AEA members but would use EconLit to find relevant articles.

Changes to the Editorial team during this quarter have seen the introduction of Professor Jarrod Haar (AUT) and Dr David Tappin (Massey University) as Associate Editors. Jarrod is to provide statistical advice on new submissions to the Editor and handle OB papers. David is very versatile and able to handle ER, project management, sustainability, and general management papers. He has 5 years Associate Editorial experience with Applied Ergonomics, handling management and related content.

I have identified a number of areas for focus over the remainder of 2016. These will be undertaken with the support of Cambridge and include: a review of the Editorial Board, replacing inactive and unresponsive members with new senior international and regional board members, including more from China and the US; reworking of the website information on *JMO*, including mission, etc.; an editorial on submissions, including being open to null-papers; and a greater focus on invited papers from top scholars in key fields.

Professor Tim Bentley
Editor-in-Chief, JMO

Please note my new contact details:

Tim Bentley, Professor of Work and Organisation, School of Management, Massey University, Albany. Email: t.a.bentley@aut.ac.nz

DOCTORAL MATTERS

Mid-Year Early Career Academic/Doctoral Workshop – 20 June 2016 – Sydney, Australia

A joint ECA/Doctoral Workshop will be held at, and hosted by, UTS on Monday 20 June. The theme is *Research for Impact*, and the program includes a variety of topics and senior presenters. Follow this [LINK](#) for more information on the Program, and how to register.

Attendance is free to everyone – not just ANZAM members – but you must **RSVP by Monday 6 June**.

ANZAM Year-End Doctoral Workshop – 6 December 2016 – Brisbane, Australia

We are pleased to announce that the ANZAM 2016 Year-End Doctoral Workshop will be hosted by the University of Queensland. The Workshop will be a one-day event held on Tuesday 6 December 2016 at their magnificent St Lucia campus, bounded on three sides by the Brisbane River.

Further announcements and updates will be published on the ANZAM website throughout the year, and emailed to ANZAM members. If you are not an ANZAM Member, please contact Hieu Nguyen (hieu.nguyen@business.uq.edu.au) to be added to the mailing list.

During the workshop you will be able to:

- Learn from the Conference keynote speakers
- Present your research ideas/challenges to senior academics in a supportive environment
- Build on your knowledge of well-established research methods, or discover something new
- Network with other Doctoral students and prominent academic scholars in your field
- Get guidance on navigating the early career trajectory of Management researchers

The Year-End Workshop occurs immediately prior to the ANZAM Conference, which is hosted this year by the QUT from the evening of 6 December 2016. We encourage you to attend both events and look forward to seeing you in Brisbane, Australia.

Hieu Nguyen and Andrei Lux
ANZAM Doctoral Representatives

EARLY CAREER ACADEMIC MATTERS

ECA/Doctoral Workshop in Perth

Professor Kate Kearins (ANZAM President), Associate Professor Melanie Bryant (ANZAM Board member), Dr Megan Paull (ANZAM Institutional Representative), and Professor Kerry Brown (ANZAM Research Fellow), were hosted at Edith Cowan University (ECU) by Associate Professor Maryam Omari, Dean School of Business and Law and ANZAM Board member, on 5 April.

Around 25 Doctoral students and Early Career Academics (ECA) from Curtin University, University of Western Australia, and ECU attended this interactive event – the first time ANZAM had held a formal Doctoral/ECA event in Western Australia since 2012. Feedback from the session was very positive, with attendees taking the opportunity to share experiences and network with colleagues.

ECA/Doctoral Workshop in Canberra

An ANZAM Early Career Researcher Workshop was hosted by the University of Canberra on 7 April. Participants included a small group of Early Career Academic staff and PhD students across three institutions – University of Canberra, UNSW Canberra, and ANU.

The Workshop commenced with a welcome from the Associate Dean of Research, Faculty of Business, Government & Law at the University of Canberra, Dr David Carter. Presentations on grant writing and writing for publications followed. A panel presentation on career management, getting your first job, setting goals, networking and mentoring, and time management, concluded the Workshop. Participants had networking opportunities, both with the presenters and other participants. Positive feedback indicated that the Workshop was useful for participants.

ANZAM is grateful to Professor Maryam Omari, Edith Cowan University, and Associate Professor Raechel Johns, University of Canberra, for their assistance in organising these Workshops.

As mentioned under “Doctoral Matters” above, the next joint Workshop will be held at, and hosted by, UTS on Monday 20 June. Follow this [LINK](#) for more information on the Program, and how to register. Attendance is free to everyone – not just ANZAM members – but you must **RSVP by Monday 6 June**.

TEACHING RESOURCES

The ANZAM website has a number of teaching resources available, including winning case studies from our annual Case Writing Competition, and output from winners of our PELT (Promoting Excellence in Learning and Teaching) Grants.

As a resource for members only, you will be prompted to login when you visit the [Teaching Resources](#) web page.

THE CLASSIFIEDS

Events, Calls for Papers, Positions Vacant, Scholarships, Awards – and much more – 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.

***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**