



ANZAM Newsletter 2012
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<i>FROM THE PRESIDENT'S DESK</i>	2
<i>2013 CONFERENCE – HOBART, TASMANIA</i>	3
<i>ANZAM FELLOWS</i>	3
<i>CONGRATULATIONS</i>	3
<i>DOCTORAL MATTERS</i>	4
<i>ANZAM AWARDS – 2012 CONFERENCE</i>	4
<i>ANZAM 2012 CASE WRITING COMPETITION</i>	6
<i>ANZAM 2012 PELT (PROMOTING EXCELLENCE IN LEARNING AND TEACHING) GRANTS</i> ..	6
<i>BEST PAPER AWARDS – 2012 CONFERENCE</i>	7
<i>STREAM AWARDS – 2012 CONFERENCE</i>	7
<i>BEST STREAM REVIEWERS – ANZAM 2012 CONFERENCE</i>	9
<i>2013 BOARD</i>	10
<i>JOINT INITIATIVE BETWEEN ANZAM, BAM & EURAM</i>	11
<i>THE CLASSIFIEDS</i>	11
<i>ANZAM SECRETARIAT - CHRISTMAS CLOSURE</i>	11



FROM THE PRESIDENT'S DESK



Dear ANZAM Members

It is my pleasure to be the President of ANZAM for 2013.

Those of you who were in Perth will agree with me that it was a wonderful opportunity for networking with excellent keynotes and a memorable Conference dinner. Congratulations to Associate Professor Werner Soontiens and his Curtin collaborators for their effort which really produced a great outcome. The PhD workshop at Edith Cowan University was a very successful event with more than 70 PhD students and supporting faculty from around Australia and New Zealand. We look forward to the 2013 Conference in Hobart with Conference Chair, Associate Professor Martin Grimmer, with the theme "Managing on the Edge".

Some of the priorities of the ANZAM Board for 2013 are:

- Addressing the special needs of members in regional and rural Australia and smaller universities that don't have the support framework of the urban universities with large business schools. Part of this goal is to use technology to run virtual "paper development" workshops and similar academic development events. Regional events have been important to the Academy for many years.
- Support for Early Career Researchers who are the future of our Academy. More details of activities will be announced.
- Ongoing activities for our PhD candidates including continuing the successful Doctoral Workshops. This includes a workshop for candidates in Asia held in Vietnam.
- Improvements to the ANZAM Conference including the development of an interactive paper stream with a round table discussion of papers under development. In addition we intend to develop a section of Professional Development Workshops.
- Continuing the development of the Special Interest Groups. Associate Professor Terry Sloan is the co-ordinator of this activity for 2013.
- Building on the work of Past President, Professor Charmine Härtel, in indigenous scholarship.

Our board works through four Committees:

- Education – chaired by Professor Lisa Bradley
- Research – chaired by Professor Rowena Barratt
- Membership – chaired by Associate Professor Martin Grimmer
- Systems – chaired by Associate Professor Rob Hecker

Our Committees welcome your ideas and contributions.

For 2013, Professor Ross Chapman is Treasurer and a Secretary will be announced in early 2013. The Board will meet in Adelaide in March, in Sydney in June, and in Rockhampton in September.

Already I have been very pleased to receive several emails with new ideas. Please keep them flowing.

For those of you who don't know me, I come from the International Graduate School of Business at the University of South Australia in Adelaide. I am the PhD Director of what was a huge program in Hong Kong and Singapore and still has 50 students. The MBA program has been my main teaching involvement and our team is working on dramatic improvements to our online delivery. My research interests are in the impact of management control systems on organizations, especially performance measurement systems. I have been Stream Chair of the Public Sector and Not-for Profit Stream at ANZAM which reflects my sectoral interest.

I look forward to working with the Board and all of the membership for a very successful 2013.

Enjoy your Xmas break with family and friends as we look forward to 2013.

Associate Professor Bruce Gurd
ANZAM President 2013

2013 CONFERENCE – HOBART, TASMANIA



27TH AUSTRALIAN AND NEW ZEALAND
ACADEMY OF MANAGEMENT CONFERENCE

4-6 DECEMBER 2013
HOBART, TASMANIA



The next ANZAM Conference will be held at the Grand Chancellor Hotel, Hobart, Tasmania, from 4-6 December 2013. Stay tuned for more information early in 2013 – in the interim, feel free to contact the Conference Chair, Associate Professor Martin Grimmer, on Martin.Grimmer@utas.edu.au.

ANZAM FELLOWS

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

- Professor John Brocklesby, Victoria University of Wellington
- Associate Professor Bob Cavana, Victoria University of Wellington
- Professor Kate Kearins, Auckland University of Technology
- Professor Ken Parry, Bond University
- Professor Marie Wilson, Griffith University

More information on Fellow membership can be found at: <http://www.anzam.org/members/fellow-membership/>.

CONGRATULATIONS

- Professor Adrian Wilkinson, Director of the Centre for Work, Organisation and Wellbeing, Griffith University, on making the list of HR Most Influential 2012 Top 20 International Thinkers.
- Jon Billsberry on his new book, *Moving Images: Effective Teaching with Film and Television in Management*, Billsberry, J., Charlesworth, J. A., & Leonard, P. (2012; Eds.). Information Age Publishing.

DOCTORAL MATTERS

ANZAM Doctoral Workshop 3-4 December 2012 Hosted by Edith Cowan University, Mt Lawley Campus, Perth

Well, the ANZAM Doctoral Workshop for 2012 has come to end. The Workshop is an annual fixture on the ANZAM programme. Fittingly, outgoing ANZAM President Charmine Härtel opened the Workshop while incoming President Bruce Gurd closed the event.

Hosted by Edith Cowan University (ECU) at their Mt Lawley Campus, the Doctoral Workshop attracted 70 doctoral students mainly from Australia and New Zealand, but also from as far afield as Atlanta and Finland. The level of participation and the quality of the programme keeps growing.



We would like to thank Professor Rowena Barrett and her team at ECU for their hospitality, wonderful facilities, and professional support. We would also like to thank our keynote speaker Professor Raj Pillai for her spirited presentation, all of our facilitators, ANZAM Board Members and Research Fellows for making the programme a success.

Some of the highlights:

- The wonderful diversity and effort of all presenters in putting themselves and their research forward
- The constructive feedback and advice of the facilitators and Research Fellows
- The weather, the outdoor BBQ at ECU and networking with other doctoral students
- The finals of the Best Research Dissertation Proposal Award, which gave the workshop a real edge. Congratulations to our three finalists – Jason Mika (Massey University), Roger McEwan (Massey University), and Shaghayegh Sahraei (Curtin University) for their excellent presentations, and to Jason for winning the award.

We now look forward to the next ANZAM Doctoral Workshop which will be held 2-3 December 2013 in Hobart, Tasmania, Australia. This is where the 27th ANZAM Conference will be held, from 4-6 December 2013.

Eraj Ghafoori and Poh Yen Ng

ANZAM AWARDS – 2012 CONFERENCE

ANZAM Life Fellows

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

Life Fellowship was presented to Professor Neal Ashkanasy, University of Queensland.

Professor Neal Ashkanasy, University of Queensland

Neal M. Ashkanasy is Professor of Management in the UQ Business School at the University of Queensland, where he received his PhD in social/organizational psychology. His research is in leadership, organizational culture, ethics, and emotions in organizations. He has published in the *Academy of Management Journal*, the *Academy of Management Review*, the *Academy of Management Journal*, the *Journal of Organizational Behavior*, *The Leadership Quarterly*, the *Journal of Applied Psychology*, and the *Journal of Management*. He serves on several editorial boards including the *Journal of Applied Psychology* and the *Journal of Management*, and is Editor-in-Chief of the *Journal of Organizational Behavior*, Associate Editor of the *Academy of Management Review* and

Emotion Review, and Series Co-Editor of *Research on Emotion in Organizations*. Prof. Ashkanasy is a Fellow of the Academy for the Social Sciences in the UK (AcSS) and Australia (ASSA); the Association for Psychological Science (APS); the Society for Industrial and Organizational Psychology (SIOP); and the Australia and New Zealand Academy of Management (ANZAM), where he also served as President. He has supervised 15 PhD students to completion, many of whom are now in senior positions, and has been funded continuously by the Australian Research Council since 1995.

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.

Professor Delwyn Clark (University of Waikato) and Associate Professor Maria Humphries (University of Waikato) completed their term, 2010-2012. They received plaques in recognition of their valuable contribution to ANZAM's doctoral activities.

Certificate of Recognition to Chair of the ANZAM 2012 Conference

A Certificate of Recognition and a gift was presented to Associate Professor Werner Soontiens in recognition of his 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.

Winner: Dr Alan Simon, University of Western Australia.

ANZAM Early Career Researcher, sponsored by ANZAM and University of New England

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.

Winner: Dr Anthony McDonnell, University of South Australia.

ANZAM Research Supervision Excellence Award, sponsored by UQ Business School

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 cheque for \$3,000.

Winner: Professor Neal Ashkanasy, University of Queensland

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.

Not awarded in 2012.

ANZAM Award for Best Research Dissertation Proposal, sponsored by Macquarie University Department of Marketing and Management

To be eligible, students must be in the first two years (full-time equivalent) of their PhD program (Doctor by Research) by 1 November 2012 and not have previously submitted their proposal to this competition. The Award consists of a cash prize of A\$1,000.

Winner: Jason Mika, Massey University

Dissertation: *What is the role of enterprise assistance in Maori entrepreneurship?*

ANZAM 2012 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 winner receives a 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: Hafsa Ahmed, Michaela Balzarova, and David A Cohen (all from Lincoln University)

To sell or not to sell; that is the question? Stakeholders' Supremacy in New Zealand Electricity Industry

ANZAM 2012 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.

Two grants have been awarded for 2012:

- Angela Martin, Megan Woods, Rob Macklin (all from University of Tasmania)
 - Herman Tse, Anne Christie (both from Griffith University)
-

BEST PAPER AWARDS – 2012 CONFERENCE

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

Winners:

Alice Evans, Griffith University
Sally Russell, Griffith University
Kelly Fielding, University of Queensland
Chris Hill, Mater Health Service

Paper: *Turn It Off: Encouraging Environmentally-Friendly Behaviours in the Workplace*

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

Winners:

Yongqiang Li, Victoria University
Miaoli Du, Victoria University
Anona Armstrong, Victoria University
Andrew Clarke, Victoria University

Paper: *Board size and performance of small firms: a meta-analysis*

STREAM AWARDS – 2012 CONFERENCE

Stream 1 :	Curtin University Managing for Volatility and Instability
Winners:	Lisa Daniel, Lisa Neale (University of Adelaide)
Paper:	<i>Unexpected Challenges to Strategic Directions in High Technology Organizations</i>
Stream 2:	University of Technology Sydney Critical Management Studies Stream Award
Winners:	Jason Mike (Massey University), John O’Sullivan (Christchurch Polytechnic Institute of Technology)
Paper:	<i>A Māori approach to management: contrasting traditional and modern Māori management practices in Aotearoa New Zealand</i>
Stream 3:	Edith Cowan University Entrepreneurship, Small Business & Family Enterprise Stream Award
Winners:	Yongqiang Li, Miaoli Du, Anona Armstrong, Andrew Clarke (Victoria University)
Paper:	<i>Board size and performance of small firms: a meta-analysis</i>
Stream 4:	RMIT Gender & Diversity in Organisations Stream Award
Winner:	Margaret Vickers (University of Western Sydney)
Paper:	<i>During Dark Times: Exploring Shame Experiences for Workers with Multiple Sclerosis (MS) -- A Creative Non-Fiction Case Study</i>
Stream 5:	Unitec New Zealand Health Management, Public Sector and Not-for-Profit
Winners:	Ann Dadich, Hassan Hosseinzadeh (University of Western Sydney)
Paper:	<i>Knowledge Translation in an Era of Reform</i>
Stream 6:	University of Canberra Human Resource Development and Organisational Change Stream Award
Winner:	Ramon Wenzel (University of Western Australia)
Paper:	<i>New Ideas for a Complex Paradigm: Testing the Role of Positivity within Training</i>

Stream 7:	<i>Transfer</i> University of Southern Queensland Human Resource Management
Winners:	Kate Blackwood, Bevan Catley, David Tappin (Massey University), Tim Bentley (Auckland University of Technology)
Paper:	<i>Falling Between Stools: Workplace Bullying and the New Zealand Employment Relations Context</i>
Stream 8:	University of South Australia International Management Stream Award
Winners:	Tom Osegowitsch, Andre Sammartino (University of Melbourne)
Paper:	<i>Home Regionalisation Trends And Performance Implications In The Automotive Supply</i>
Stream 9:	Monash University Leadership & Governance Stream Award
Winner:	Nezar Faris (Griffith University)
Paper:	<i>Contextualisation and Conceptualisation in a multifarious context: Mixed models of leadership</i>
Stream 10:	University of Wollongong Management Education & Development Stream Award
Winners:	Suzanne Young (La Trobe University), Nikodemus Solitander, Martin Fougere (Hanken School of Economics, Finland)
Paper:	<i>Exploring and Exposing Values in Management Education: Final Vocabularies and Moral Imagination</i>
Stream 11:	University of Western Sydney Marketing & Communication Stream Award
Winners:	Yit Sean Chong, Pervaiz K Ahmed (Monash University)
Paper:	<i>Student Motivation and the 'Feel Good' Factor: An Empirical Investigation of Distinct Motivational Types as Predictors of University Service Quality Evaluation and the Moderating Role of Outcome Valence</i>
Stream 12:	University of Ballarat Organisational Behaviour Stream Award
Winner:	Herman Tse (Griffith University)
Paper:	<i>Leader-member Exchange Differentiation and Team Performance: The Role of Affective Climate and Team-member Exchange</i>
Stream 13:	University of New England Research Methods Stream Award
Winner(s):	NO PRIZE AWARDED IN 2012
Stream 14:	University of Adelaide Strategic Management Stream Award
Winner:	Kate Joyner (Kate Joyner Consulting)
Paper:	<i>Individual Agency as Explanation of Alliance Development and Change</i>
Stream 15:	Waikato Management School Sustainability & Social Issues in Management Stream Award
Winners:	Alice Evans, Sally Russell (Griffith University), Kelly Fielding (University of Queensland), Chris Hill (Mater Health Services)
Paper:	<i>Turn It Off: Encouraging Environmentally-Friendly Behaviours in the Workplace</i>
Stream 16:	Deakin University Technology, Innovation & Supply Chain Management Stream Award
Winner:	Stuart So, David Parker, Henry Xu (University of Queensland)
Paper:	<i>Do perceptions matter? Examining behavioral dynamics in the adoption of sustainable supply chain management</i>

Additional Stream Awards

Winner(s):	<i>Evidence-based HRM: A Global Forum for Empirical Scholarship</i> Evidence-Based HRM Paper Prize Mike Zhang, Tim Bartram, Peter Dowling (La Trobe University), Cherrie Zhu (Monash University)
Paper:	<i>High performance work system (HPWS) and Clinician wellbeing: evidence from Chinese hospitals</i>

Winner(s):	Australian College of Health Services Management Best Paper - Health Management Ann Dadich, Hassan Hosseinzadeh (University of Western Sydney)
Paper:	<i>Knowledge Translation in an Era of Reform</i>

BEST STREAM REVIEWERS – ANZAM 2012 CONFERENCE

Stream Name	Best Reviewer
Managing for Volatility and Instability	Associate Professor Suzanne Ryan University of Newcastle
Critical Management Studies	Dr Edgar Burns La Trobe University
Entrepreneurship Small Business and Family Enterprise	Dr Jo Kirkwood University of Otago
Gender and Diversity in Organisations	Ms Louise Ingersoll University of Western Sydney
Human Resource Management	Professor Cherrie Zhu Monash University
International Management	Professor Kate Hutchings Griffith Business School
Leadership and Governance	Dr Sen Sendjaya Monash University
Management Education and Development	Dr Damian Ruth Massey University
Marketing and Communication	Dr Colin Sharp Personal Consultancy Pty Ltd
Organisational Behaviour	Professor Peter Jordan Griffith Business School
Human Resource Development and Organisational Change	Associate Professor Jane Bryson Victoria University of Wellington
Health Management, Public Sector and Not-For-Profit	Dr Ann Dadich University of Western Sydney
Research Methods	Dr Jane Murray Bond University
Strategic Management	Dr Brian Harney Dublin City University
Sustainability and Social Issues in Management	Dr Marcus Phipps University of Melbourne
Technology, Innovation and Supply Chain Management	Dr Lisa Callagher University of Auckland

2013 BOARD

President

Associate Professor Bruce Gurd

President Elect

Professor Peter Jordan

Immediate Past President

Professor Charmine Härtel

Representatives for Region 1 - NSW/ACT

Jacqui Larkin

Associate Professor Terry Sloan

Representatives for Region 2 - VIC/TAS

Dr Rob Hecker

Associate Professor Peter Holland

Representatives for Region 3 - SA/WA

Dr Gerry Treuren (*South Australia*)

Professor Rowena Barrett (*Western Australia*)

Representatives for Region 4 - QLD/NT

Professor Lisa Bradley

Professor Lee Di Milia

Representatives for Region 5 - NZ

Associate Professor Bob Cavana

Professor Edwina Pio

Appointed Doctoral Student Representatives

Eraj Ghafoori

Jason Mika

Other Appointed Board Members

Professor Ross Chapman

Professor Anneke Fitzgerald

Associate Professor Martin Grimmer

Associate Professor Werner Soontiens

Secretary

To be advised

Treasurer

Professor Ross Chapman

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

ANZAM Committees for 2013

Education	Lisa Bradley (Chair), Jacqui Larkin, Jason Mika, Edwina Pio, Terry Sloan
Membership	Martin Grimmer (Chair), Anneke Fitzgerald, Charmine Härtel, Peter Jordan
Research	Rowena Barrett (Chair), Eraj Ghafoori, Bruce Gurd, Peter Holland, Lee Di Milia
Systems	Rob Hecker (Chair), Bob Cavana, Ross Chapman, Werner Soontiens, Gerry Treuren

JOINT INITIATIVE BETWEEN ANZAM, BAM & EURAM



Would you like to be part of a new joint initiative between ANZAM, BAM & EURAM?

Have you been utilising a new and innovative methodology/methods?

If so this is your chance to engage in a truly international venture with a colleague from the UK (BAM) and/or Europe (EURAM) in co-authoring a book chapter in a Collaborative Methodology READER.

Streams, tracks and discipline areas from the three Academies are all under consideration with EOIs being sought from all 3 academies.

Please feel free to contact people in your own discipline networks or members from BAM and/or EURAM who you might like to co-author with, OR just send in an individual EOI and we will endeavour to match you up.

To be part of this exciting new venture click [HERE](#).

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've got something to share, [contact the Secretariat](#). It can also be included in one of the regular ANZAM Update emails.

ANZAM SECRETARIAT - CHRISTMAS CLOSURE

The ANZAM Secretariat will close on Friday 22 December 2012, reopening on Monday 7 January 2013.

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