



ANZAM

AUSTRALIAN & NEW ZEALAND
ACADEMY OF MANAGEMENT

ANZAM Newsletter 2013 Volume 28 Number 3, December 2013

<i>FROM THE PRESIDENT'S DESK</i>	2
<i>2013 CONFERENCE – HOBART</i>	4
<i>2014 CONFERENCE – SYDNEY</i>	5
<i>YEAR-END DOCTORAL WORKSHOP – HOBART</i>	5
<i>DATE CLAIMER: EARLY CAREER RESEARCHER WORKSHOP – AUCKLAND</i>	6
<i>ANZAM AWARDS – 2013 CONFERENCE</i>	6
<i>ANZAM 2013 CASE WRITING COMPETITION</i>	7
<i>ANZAM 2013 PELT (PROMOTING EXCELLENCE IN LEARNING AND TEACHING) GRANTS</i> ..	8
<i>BEST PAPER AWARDS – 2013 CONFERENCE</i>	8
<i>STREAM AWARDS – 2013 CONFERENCE</i>	8
<i>BEST STREAM REVIEWERS – ANZAM 2013 CONFERENCE</i>	10
<i>ANZAM FELLOWS</i>	11
<i>2014 BOARD</i>	11
<i>CONGRATULATIONS</i>	12

<i>THANK YOU</i>	12
<i>THE CLASSIFIEDS</i>	12
<i>BIOGRAPHIES – NEW LIFE FELLOWS</i>	13
<i>ANZAM SECRETARIAT - CHRISTMAS CLOSURE</i>	14

FROM THE PRESIDENT'S DESK



Dear ANZAM Members

Thank you for electing me President of ANZAM for 2014. I am looking forward to an active year advancing ANZAM and addressing the needs of ANZAM members.

I have just attended the ANZAM Conference for 2013 in Hobart and those that attended the Conference will agree it was a great opportunity to catch up with colleagues and to spend time discussing new research and sharing experiences. This year was the first year ANZAM experimented with interactive papers in the program. While we had some teething problems with these sessions, from all reports, presenters and those who attended these sessions found the focus on feedback to be a valuable way to present at our Conference. We look forward to continuing with this style of presentation at future Conferences. The Conference had a number of memorable events including a welcome reception at Government House and a keynote which incorporated a live link to a station leader in the Antarctic who was involved in a question and answer session. All keynote speakers were excellent and each generated discussion throughout the Conference.

On behalf of all ANZAM members, I would like to thank Associate Professor Martin Grimmer and Dr Rob Hecker and their team at the University of Tasmania for organising and running a memorable Conference. I would also like to thank the Stream Chairs who volunteered their valuable time to ensure the quality of the overall program.

The Conference began with a Doctoral Workshop held at the University of Tasmania. While it was a smaller affair than in previous years with around 40 Doctoral students participating, from all reports it was an interactive and engaging program. In particular, I want to thank those colleagues from both Australia and New Zealand who contributed to the success of the

Workshop. I also want to thank Eraj Ghafoori and Jason Mika, and our new Doctoral Representative Jeremy Novak, for their work in making the Doctoral Workshop a success.

We look forward to the 2014 Conference in Sydney with Conference Chair, Professor Antoine Hermens, and his team at University of Technology Sydney, with the theme "Reshaping Management for Impact". Early indications are that UTS are preparing a great Conference in a truly impressive Frank Gehry-designed building.

I note we have had some change in Board members this year and I would like to thank those who are leaving the Board including Professor Lisa Bradley, Associate Professor Bob Cavana, Professor Ross Chapman, Professor Charmine Härtel, Associate Professor Werner Soontiens, Dr Gerry Treuren, and Eraj Ghafoori. Your contributions have been appreciated by both the Board and ANZAM members.

Some of the priorities of the ANZAM Board for 2014 are:

- To enhance our support for Early Career Researchers. We started this process in 2013 at the annual Conference with a number of workshops aimed at Early Career Researchers. This year we hope to extend this to examine teaching and learning and career issues for ECR members. More details of these activities will be announced.
- To support our journal, the *Journal of Management & Organization (JMO)*. We anticipate that 2014 will be the year our journal will hit its stride. In conjunction with our new publisher Cambridge University Press, your Board will be working to improve the profile of the journal. We seek the support of ANZAM members to submit their work to the journal and to cite *JMO* in their research. With your help and the support of our new internationally-respected publisher, we anticipate that the quality and the impact factor associated with the journal will improve.
- To further enhance the Conference. In particular, we intend to extend Professional Development Workshops and Interactive sessions at the annual Conference to allow ANZAM members to have a space for improving their technical and professional skills.
- To continue our effective interaction with key Management Academies on the international stage including AoM, BAM, EURAM, AAoM, and ANZMAC.
- To continue to support teaching and learning for Academy Members. This year we started the process by awarding a number of Promoting Excellence in Learning and Teaching (PELT) grants. We hope to extend this activity in 2014.
- The continuing development of the Special Interest Groups. Associate Professor Terry Sloan is the co-ordinator of this activity for 2014.

ANZAM has come ahead in leaps and bounds over the last decade and the foundation of this has been the work of the Board driven by good ideas from our ANZAM members. I encourage you to continue this collaboration and forward any ideas or comments to the ANZAM Secretariat, individual Board members, or myself. Please don't hesitate to contact me if you have any ideas you wish to discuss to continue to allow our Academy to grow and prosper.

I look forward to working with the Board and all of the membership for a very successful 2014.

Finally, I hope all ANZAM members and supporters will enjoy their Xmas and New Year break with family and friends and look forward to a successful 2014.

Professor Peter Jordan
ANZAM President 2014

2013 CONFERENCE – HOBART



27TH AUSTRALIAN AND NEW ZEALAND
ACADEMY OF MANAGEMENT CONFERENCE

4–6 DECEMBER 2013
HOBART, TASMANIA



There is always a mix of trepidation and excitement when one agrees to host an ANZAM Conference. The Conference is the biggest event that ANZAM hosts in any given year and holds a key place in the life of the management discipline in the Asia-Pacific region, and the long history of successful Conferences means that there is a lot to live up to for a new Chair! But it is also a very exciting experience because of the opportunity to showcase the best of what we do in our discipline and also, in our case, to share what the wonderful State of Tasmania has to offer.

This year, the Conference theme – *Managing on the Edge* – was chosen to encourage delegates to look to the thresholds of management. As management academics and professionals, we have to be ready to stand at the edge of our discipline and be open to, and engage in, new ideas. *Managing on the Edge* is about taking what we do in management that extra step; it is about being prepared to try new things, to experiment, and to be different.

For the Conference this year, we received over 430 paper submissions across 15 Conference streams, and accepted 239 competitive papers and 106 interactive papers. On top of this there were 18 workshops/research symposia. The 'interactive paper' sessions, introduced in Hobart for the first time at an ANZAM Conference, had the aim of providing more opportunity for discussion about the research presented and the themes that emerged within the session. They were well-received overall, with feedback provided on how we can continue to refine these types of papers for future Conferences.

In addition, and in keeping with the theme, we enjoyed an exciting array of keynote speakers, all 'on the edge' in their own manner. The Conference opened with an address by Dr Bob Brown, former leader of the Australian Greens and Tasmanian resident, who asked how we can sustainably manage a planet on the edge. Prof David Guest and Prof Phyllis Tharenou tackled topics on the edge of HRM in performance and employment, and Prof Jonathan West looked at why innovation often does not go over the edge and into reality. Dr Rob Wooding, from the Australian Antarctic Division, rounded out the keynote speakers with a presentation on what it is like managing in the Antarctic, on the edge of everything. This last keynote was a highlight for many at the Conference as, unbeknownst to nearly everyone beforehand, Dr Wooding had arranged for a live web-link to 'Cookie', Mawson Station Leader in the Australian Antarctic Territory, and delegates had the opportunity to ask him questions about managing in such remoteness.

Overall, the Conference went very well, and the feedback has been very favourable. There was a tremendous energy this year. I have already thanked, in other fora, the wide range of people who were integral in the running of the Conference this year, so I won't go repeating myself here. But, I do want to thank each and every delegate for their enthusiasm, participation and engagement. I do hope that you remember, fondly, the exciting and stimulating Conference you attended in Hobart, *on the edge*!

I look forward to seeing everyone in Sydney for ANZAM 2014!

Associate Professor Martin Grimmer
ANZAM 2013 Conference Chair
Martin.Grimmer@utas.edu.au

2014 CONFERENCE – SYDNEY



My colleagues and I at UTS look forward to meeting you at the 28th ANZAM Conference being held in Sydney from 3-5 December 2014. The theme is '**Reshaping Management for Impact**'.

Globalisation, rapid technological advances, and generational shifts in values mean that today's business environment is rife with ambiguity and tension. How do we reshape organisations to cope with these challenges while retaining their capacity for positive impact on society? The Conference presents the Academy with the opportunity to revisit and reframe what it means to manage and to educate managers in a time of rapid change.

Please join us for the 2014 ANZAM Conference at our new home, the Dr Chau Chak Wing Building (opens 2014), in the vibrant education and creative industries precinct on the southern fringe of Sydney's CBD. The UTS Sydney campus provides ready access to landmarks such as the Sydney Opera House, Sydney Harbour and world-renowned Bondi Beach. The Conference Dinner will be held on Sydney Harbour's very own luxury floating venue – *The Starship*.

I look forward to welcoming you to Sydney in 2014.

Associate Professor Antoine Hermens
ANZAM 2014 Conference Chair

YEAR-END DOCTORAL WORKSHOP – HOBART

The Doctoral Workshop this year was hosted by University of Tasmania at their Sandy Bay campus, and also sponsored by RMIT. We had 40 doctoral students attending, some from as far as away as India and Nigeria, and lots of locals too from UTAS, and other Australian and New Zealand universities. Twenty-three students presented their research, which was reviewed by at least two experienced academics as well as their peers. We had 23 academics, including a number of ANZAM Research Fellows, involved in presenting and facilitating 10 different sessions over the two days. The Workshop was well-received by students and presenters.

The Workshop was closed by an inspirational talk from Professor Jonathan West who spoke about the passion for learning which led him to an 18-year career as a Professor at Harvard Business School. His advice? Become an academic if that is what you truly wish to do.

We acknowledge the support of ANZAM's Immediate Past President Associate Professor Bruce Gurd, and President Professor Peter Jordon, who opened the Workshop; Associate Professor Martin Grimmer and Dr Rob Hecker, who were our generous UTAS hosts, Mrs Anne Anderson, Academy Manager, for her support throughout, and all the presenters, facilitators, and reviewers for their contributions. Most of all we would like to thank Donna Robson from UTAS for her generous assistance before and during the Workshop.

We hope you will join us for next year's Doctoral Workshop, to be hosted by University of New South Wales immediately prior to the ANZAM 2014 Conference.

Eraj Ghafoori signs off as your ANZAM Doctoral Student Representative for Australia. Jeremy Novak of Southern Cross University takes his spot for 2014-2015, joining Jason Mika of Massey University as the Student Reps on the ANZAM Board.

Merry Christmas to one and all.

Eraj Ghafoori and Jason Mika

DATE CLAIMER: EARLY CAREER RESEARCHER WORKSHOP – AUCKLAND

An Early Career Researcher Workshop will be held at AUT University Auckland from 9.00am-1.00pm on Thursday 20 March 2014. Internationally-acclaimed academics from both Australia and Aotearoa/New Zealand will share their insights with the participants. Please block this day in your diary. Attendance at the Workshop is free, but we encourage participants to become ANZAM members, and to submit papers for the ANZAM 2014 Conference in Sydney, as well as their applications for ANZAM's various Teaching and Research Awards/Grants later in 2014.

ANZAM AWARDS – 2013 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 Ross Chapman (Deakin University) and Professor Liz Fulop (Griffith University). *(See Ross and Liz's bios at the end of the Newsletter.)*

Certificate of Recognition to Chair of the ANZAM 2013 Conference

A Certificate of Recognition and a gift was presented to Associate Professor Martin Grimmer in recognition of his contribution in organising such a successful and enjoyable Conference. A gift was also presented to Dr Rob Hecker.

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: Professor Jon Billsberry, Deakin University

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

Winner: Dr Mike Zhang, La Trobe University

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 A\$3,000.

Winner: Professor Charmine Härtel, 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 2013.

ANZAM 2013 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.

Winner: Steve Bowden, University of Waikato

Good George Brewing

Highly Commended: Kate Kearins, AUT University

ReloCrate: 'Green' Moving Boxes

ANZAM 2013 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 in 2013:

- Andrea North-Samardzic, Monash University
- Austin Chia, University of Melbourne
Leisa Sargent, University of Melbourne
Heather Round, University of Melbourne

BEST PAPER AWARDS – 2013 CONFERENCE

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

Winners: Steven Lui, University of New South Wales
Ben Luo, Renmin University of China
Youngok Kim, University of New South Wales

External Knowledge search and Innovation: A Reverse Causation Hypothesis

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

Winners: David Cheng, University of New South Wales
Nick Wang, University of New South Wales

Working long hours and tired? Try a joke: The effect of humour on persistence

STREAM AWARDS – 2013 CONFERENCE

Stream 1 :	University of Tasmania Managing on the Edge Stream Award
Winner:	Paul Hibbert (University of St Andrews)
Paper:	<i>On the Edge of Leadership: Reflexive Practices in Networks</i>
Stream 2:	University of Technology Sydney Critical Management Studies Stream Award
Winner:	Kyoung-Hee Yu (University of New South Wales)
Paper:	<i>Social Identity and Extreme Work</i>
Stream 3:	University of New England Entrepreneurship, Small Business & Family Enterprise Stream Award
Winners:	Zahra Sadeghinejad and Arash Najmaei (MGSM)
Paper:	<i>Top Management Team Entrepreneurial Behavior: Insights from Team Process</i>

Stream 4:	RMIT University Gender, Diversity & Indigeneity Stream Award
Winners:	Carla Houkamau and Peter Boxall (University of Auckland)
Paper:	<i>Is there really a positive climate for diversity in New Zealand organisations?</i>
Stream 5:	Griffith University Health, Public Sector and Not-for-Profit Stream Award
Winners:	Michael Fischer (University of Oxford - Said Business School), Ewan Ferlie (King's College London), Catherine French and Naomi Fulop (University College London), and Charles Wolfe (King's College London)
Paper:	<i>Leadership, logics and liminality: The creation and survival of an Academic Health Sciences Organization</i>
Stream 6:	University of Southern Queensland Human Resource Management Stream Award
Winner:	Susanne Bahn (Edith Cowan University)
Paper:	<i>Risk blindness among temporary migrant workers</i>
Stream 7:	University of South Australia International Management Stream Award
Winners:	Unggul Purwohedi (State University of Jakarta) and Bruce Gurd (University of South Australia)
Paper:	<i>Do they really trust us? Investigating the perception on trust from a Western Multinational Company's subsidiary in Indonesia</i>
Stream 8:	Monash University Leadership & Governance Stream Award
Winners:	Peter McKiernan (Murdoch University), Kathrin Moslein (University of Erlangen-Nuremberg), and Anne-Katrin Neyer (Franhofer MOEZ)
Paper:	<i>Contextual perspectives of leader sense-giving: Understanding the role of organisational leadership systems</i>
Stream 9:	University of Wollongong Management Education & Development Stream Award
Winners:	Henry Lim (Edith Cowan University) & Werner Soontiens (Curtin University)
Paper:	<i>Transnational Education and Theories of the Firm: Conceptual Considerations for Australia</i>
Stream 10:	University of Western Sydney Marketing & Communication Stream Award
Winner:	Rita Dimascio (University of New South Wales)
Paper:	<i>Exploring the effect of empathy, attributional complexity and cognitive style on adaptive selling behaviour</i>
Stream 11:	University of Ballarat Organisational Behaviour Stream Award
Winners:	David Cheng and Nick Wang (University of New South Wales)
Paper:	<i>Working long hours and tired? Try a joke: The effect of humour on persistence</i>
Stream 12:	University of Canberra Organisational Change and Development Stream Award
Winners:	David Schmidtchen and Tony Cotton (Australian Public Service Commission)
Paper:	<i>There's many a slip 'twixt the cup and the lip': Leadership capabilities and change management in the Australian Public Service</i>

Stream 13:	University of Adelaide Strategic Management Stream Award
Winner:	Felix Arndt (University of Nottingham) and Kieran MacInerney (University of Cologne)
Paper:	<i>Dynamic capabilities in moderately changing environments: The effect of organizational structure</i>

Stream 14:	Waikato Management School Sustainability & Social Issues in Management Stream Award
Winners:	Janice Redmond and Beth Walker (Edith Cowan University)
Paper:	<i>Energy Audits in Australian SMEs</i>

Stream 15:	Deakin University Technology, Innovation & Supply Chain Management Stream Award
Winners:	Steven Lui (University of New South Wales), Ben Luo (Renmin University of China) and Youngok Kim (University of New South Wales)
Paper:	<i>External Knowledge search and Innovation: A Reverse Causation Hypothesis</i>

	<i>Evidence-based HRM: A Global Forum for Empirical Scholarship</i> Evidence-Based HRM Paper Prize NOT AWARDED IN 2013
--	---

	Australian College of Health Services Management Best Paper - Health Management
Winners:	Michael Fischer (University of Oxford - Said Business School), Ewan Ferlie (King's College London), Catherine French & Naomi Fulop (University College London), and Charles Wolfe (King's College London)
Paper:	<i>Leadership, logics and liminality: The creation and survival of an Academic Health Sciences Organization</i>

BEST STREAM REVIEWERS – ANZAM 2013 CONFERENCE

Stream Name	Best Reviewer
Managing on the Edge	Associate Professor Suzanne Ryan University of Newcastle
Critical Management Studies	Dr Bronwyn Boon University of Otago
Entrepreneurship, Small Business and Family Enterprise	Professor Evan Douglas Griffith University
Gender, Diversity and Indigeneity	Dr Donna McGrath University of Queensland
Health, Public Sector and Not-For-Profit	Mr Richard Baldwin University of Technology Sydney
Human Resource Management	Dr Hugh Bainbridge University of New South Wales
International Management	Mr David Guttormsen University of Warwick, UK
Leadership and Governance	Dr Michael Muchiri Central Queensland University
Management Education and Development	Associate Professor David Holloway Murdoch University and Dr April Wright University of Queensland
Marketing and Communication	Dr Kanika Meshram Macquarie University
Organisational Behaviour	Professor Peter Jordan Griffith University

Organisational Change and Development	Dr Susan Mayson Monash University
Strategic Management	Assistant Professor Felix Arndt University of Nottingham, Shanghai
Sustainability and Social Issues in Management	Ms Lorne Butt Macquarie University
Technology, Innovation and Supply Chain Management	Ms Ruth Taylor Curtin University

ANZAM FELLOWS

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

- Associate Professor Bruce Gurd, University of South Australia
- Professor Brad Jackson, University of Auckland

Information on Fellow membership can be found at:

<http://www.anzam.org/members/fellow-membership/>

2014 BOARD

President

Professor Peter Jordan

President Elect

Associate Professor Martin Grimmer

Immediate Past President

Associate Professor Bruce Gurd

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

Associate Professor Greg Fisher (*South Australia*)

Professor Rowena Barrett (*Western Australia*)

Representatives for Region 4 - QLD/NT

Dr Remi Ayoko

Professor Lee Di Milia

Representatives for Region 5 - NZ

Dr Bevan Catley

Professor Edwina Pio

Appointed Doctoral Student Representatives

Jason Mika

Jeremy Novak

JMO Editor-in-Chief
Professor Peter Galvin

Other Appointed Board Members
Professor Anneke Fitzgerald
Associate Professor Antoine Hermens

Secretary
Professor Lee Di Milia

Treasurer
To be advised

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

ANZAM Committees for 2013

Education	Edwina Pio (Chair), Anneke Fitzgerald, Martin Grimmer, Peter Holland, Jacqui Larkin
Membership	Terry Sloan (Chair), Remi Ayoko, Bevan Catley, Greg Fisher
Research	Rowena Barrett (Chair), Lee Di Milia, Peter Galvin, Bruce Gurd, Jeremy Novak
Systems	Rob Hecker (Chair), Antoine Hermens, Peter Jordan, Jason Mika

CONGRATULATIONS

Congratulations to Professor Anneke Fitzgerald, one of the Lead Investigators who will benefit from the Federal Government's \$25 million support of first Partnership Centre on the theme of *Dealing with Cognitive and Related Functional Decline in Older People (CDPC)*. For more information, see the following links:

<http://www.nhmrc.gov.au/grants/apply-funding/partnerships-better-health/partnerships-centres/partnership-centre-dealing>

<http://sydney.edu.au/medicine/cdpc/about/structure/enabling-sub-units.php>

THANK YOU

A wonderful gesture by the winners of the Leadership & Governance Stream - Peter McKiernan, Kathrin Moslein, and Anne-Katrin Neyer – who asked that their prize money be donated to charity. Camp Quality Tasmania is very grateful for your generous support.

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 will also be included in one of the regular ANZAM Update emails, and disseminated through LinkedIn, Twitter, and Facebook.

BIOGRAPHIES – NEW LIFE FELLOWS

Professor Ross Chapman (PhD, BA(Hons), Dip Ed, FAICD, FANZAM)

Ross Chapman is Professor of Management and Head of the Deakin Graduate School of Business within the Faculty of Business and Law, Deakin University. Prior to joining Deakin in May 2010, Ross held several senior management positions including Associate Dean (Research) for the UWS College of Business, Director of the Centre for Innovation and Industry Studies (CInIS) and Head of Department in the former Faculty of Business & Technology with UWS, Macarthur. In his current position Ross is responsible for 51 staff members (both academic and administrative) and around 2,900 students enrolled a suite of postgraduate business courses including MBAs and DBAs.

Completing his PhD in 1979 Ross joined private industry working for several companies including Pasminco and North Broken Hill Holdings in technical, QC/QA and R&D management positions. Since returning to academia in 1985, he has taught and researched predominantly in the areas of Quality and Technology Management; Operations Management, and Innovation Management.

Ross is author or co-author of 3 books and over 90 refereed journal and conference papers in the above areas, plus a further 15 articles on technical and scientific studies and 2 worldwide patents produced prior to 1985. He is Associate Editor or Editorial Review Board Member for several international journals in the areas of innovation, technology, and service quality management. He has 15 PhD completions to date.

Ross has been successful in winning and managing several large research grants worth over a million dollars in total. These grants have all involved industry and firm-level improvement through innovation and technology implementation, and most have involved both Australian and with international partners. He is an International Grant Assessor for the ARC and several European and Asian Grants Councils. Ross has also undertaken several large consultancy projects in the areas of organisational change and quality systems development in both manufacturing and service sector firms. Among several professional memberships, he is a Fellow of the Australian Institute of Company Directors and is currently a Non-Executive Director on the Boards of two not-for-profit organisations - Sirca Ltd and the Australian and New Zealand Academy of Management (ANZAM Ltd.) where he was appointed Treasurer in 2008 (and 2013) and elected President of the Academy for 2011.

Professor Liz Fulop (PhD, UNSW, B Arts (Hons), UNE, Cert in Teaching, Westmead)

Liz was Professor of Health Management in the Griffith Business School until 2011 and Leader of the Group's Strategic Research Program (the Health Management Research Alliance – HMRA). In 2012 she retired and was given an Adjunct Professorship. Liz has also been an Adjunct Professor in Health at UNE since 2013. She also co-led the external HMRA that comprises a number of universities across Australia.

Liz held the position of Foundation Dean (Research) in the Griffith Business School (2003-2007); Head of the School of Marketing and Management (2001-2003); and Interim Director of the Service Industry Research Centre (SIRC).

Before joining Griffith University Gold Coast in 2000 as Professor of Management, Liz was Associate Professor of Management at University of Wollongong (1994-2000). She also held positions as Deputy Chair of the Faculty of Commerce Research Committee; PVC's nominee

of the University Research Committee; director of a research centre; and board member of the Commerce Faculty's research institute.

Prior to joining UoW, Liz was a senior lecturer at University of Western Sydney, Nepean (UWSN), and Foundation Head of the Department of Management and Administration. While at UWSN, she was a member of many university committees, including Academic Board and the University's Research Committee. She introduced one of the first undergraduate Bachelor of Management degrees and a Master's of Management.

Through the Business Academic Research Directors Network (BARDsNET) she became involved in the first ever RQF exercise in 2007 and chaired the Journal Ranking Committee for Panel 10 for DEST in Commerce and Management. She also participated on the Working Party on Research Impact convened by DEST in 2006 representing Business and Economics and BARDsNET. This work of BARDsNET led to the creation of the Australian Business Deans Council (ABDC) journal ranking list in 2008 which has undergone several revisions. She considers this work to have been one of the most difficult of her academic career.

She was one of the first women in Australia to be appointed Head of a Department of Management. She has held Australian Research Council (ARC) grants, as well as competitive industry grants and consultancy-based funding. Liz is the co-author of the first Australian management textbook to be adopted overseas and to have a critical focus.

Liz is a long time member of ANZAM serving on the Executive (2001-2004; 2008-2009) as well as holding the position of Treasurer where she earned the title of "Dr Yes" for her approach to spending. She also supported one of the first PhD Representatives on ANZAM and helped promote Doctoral Workshops. She ensured that Griffith University hosted the ANZAM journal at a critical period of its evolution, and encouraged Griffith University to host the Secretariat from 2009. She has co-chaired a stream in the ANZAM Conference, been a reviewer and contributor for many years, and recently a co-lead of the ANZAM Health Management and Organisation Special Interest Group. Liz was made a Distinguished Member of ANZAM in 2007.

ANZAM SECRETARIAT - CHRISTMAS CLOSURE

The ANZAM Secretariat will close on Tuesday 17 December 2013, reopening on Monday 6 January 2014. 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