



ANZAM

AUSTRALIAN & NEW ZEALAND
ACADEMY OF MANAGEMENT

ANZAM Newsletter 2014 Volume 29 Number 3, December 2014

<i>FROM THE PRESIDENT'S DESK</i>	2
<i>2014 CONFERENCE – SYDNEY</i>	4
<i>2015 CONFERENCE – QUEENSTOWN, NZ</i>	6
<i>JOURNAL OF MANAGEMENT & ORGANIZATION (JMO)</i>	7
<i>YEAR-END DOCTORAL WORKSHOP – SYDNEY</i>	8
<i>ANZAM AWARDS – 2014 CONFERENCE</i>	9
<i>ANZAM 2014 CASE WRITING COMPETITION</i>	10
<i>ANZAM 2014 PELT (PROMOTING EXCELLENCE IN LEARNING AND TEACHING) GRANTS</i>	11
<i>BEST PAPER AWARDS – 2014 CONFERENCE</i>	11
<i>STREAM AWARDS – 2014 CONFERENCE</i>	11
<i>BEST STREAM REVIEWERS – ANZAM 2014 CONFERENCE</i>	13
<i>ANZAM FELLOWS</i>	14
<i>2015 BOARD</i>	14
<i>THE CLASSIFIEDS</i>	15
<i>THANK YOU</i>	16
<i>ANZAM ACADEMY OFFICE - CHRISTMAS CLOSURE</i>	16
<i>BIOGRAPHIES – NEW LIFE FELLOWS</i>	16

FROM THE PRESIDENT'S DESK



Dear ANZAM Members

It is a great honour and privilege to be your President for 2015. I am looking forward to another excellent year for ANZAM and to advancing the needs and interests of the Academy and its members.

For those of you who were at the ANZAM Conference at UTS earlier this month, I am sure that you will agree it was a terrific event and a wonderful opportunity to catch up with colleagues, meet new friends, and spend time talking about research and scholarship and sharing experiences as management academics and professionals.

Can I offer heartfelt thanks and congratulations to Associate Professor Antoine Hermens and his team at UTS for an excellent Conference. Having spent some time recovering from the last one in Hobart, I am well aware of the effort that running such an endeavour takes, from the macro issues of wrangling keynotes to the micro of making sure that the a/v is all running smoothly...and everything in between. Antoine surpassed himself on all counts. The keynotes truly were memorable – and what a line-up we had, with Mark Scott, Ged Kearney, Bob Carr, Helen Conway, Stewart Clegg, and Barbara Czarniawska. The general good feeling at the Conference has further enhanced ANZAM's reputation, and that of the Conference itself. Can I also thank the Stream Chairs for their conscientiousness in managing the double-blind paper review process and ensuring that the required standard of academic rigour was met? I would like to thank all of the reviewers (some of whom took on more than their fair share), the session and keynote chairs, and the army of volunteer students at UTS. Thanks as well to UNSW Business School for hosting the pre-Conference Doctoral Colloquium, and to our Doctoral Representatives for 2014 on the ANZAM Board, Jason Mika (Massey) and Jeremy Novak (SCU). The Colloquium was very well attended and it is great to see the support that individual universities gave to their doctoral students to attend this event.

We now look forward to the 2015 Conference in Queenstown, New Zealand, with Conference Co-Chairs, Dr Conor O'Kane and Professor Elizabeth Rose from Otago. The theme, 'Managing for Peak Performance', is sure to draw some very good papers and presentations. We enjoyed an inspirational presentation from Conor at the end of the Conference last week, and ANZAM 2015 looks to be a great experience. Don't miss it! There have been several changes to ANZAM Board membership in the handover from 2014 to 2015. I would like to thank those Board members who are leaving: Professor Edwina Pio (AUT), Associate Professor Peter Holland (Monash), Jason Mika (Massey), and Associate Professor Bruce Gurd (UniSA). Everyone's contribution has been much appreciated. I'll single out Bruce for special mention: he has not only been an ANZAM President (for 2013) but also our Treasurer, and his steady hand has been invaluable. Welcome to new Board

members, Dr Judy Matthews (QUT), Associate Professor Melanie Bryant (Swinburne), Professor Kate Kearins (AUT), and Andrei Lux (Otago) who is our new Doctoral Representative from New Zealand. Congratulations also to Kate for being elected President-Elect for 2015.

For those who don't know, our Board works through four Committees:

- Education – chaired by Associate Professor Greg Fisher (Flinders)
- Membership – chaired by Associate Professor Terry Sloan (UWS)
- Research – chaired by Professor Kate Kearins (AUT)
- Systems – chaired by Dr Rob Hecker (UTAS)

For 2015, Professor Lee Di Milia (CQU) is Treasurer and Dr Remi Ayoko (UQ) is Secretary. The Board will meet in Melbourne in March, in Sydney in June, on the Gold Coast in September, and at the Conference in Queenstown in December.

Some of the priorities for the ANZAM Board in 2015 are:

- To continue our support for Early Career Academics (ECA). Under the leadership of Professor Peter Jordan (Griffith) as ANZAM President for 2014, we held a series of ECA workshops in Auckland, Melbourne and Brisbane. These workshops covered issues to do with research, teaching/learning, and academic careers, and were very well-attended and well-received. We intend to hold these again in 2015, linked to our Board meetings in Melbourne, Sydney and the Gold Coast.
- To consider alternative and more diverse revenue streams for ANZAM. At the moment, our two main sources of revenue are membership contributions and the Conference, which will be supplemented from 2015 with a predicted increase in royalties from the *Journal of Management & Organization* (JMO); these will come from the renewed efforts of our new publisher, Cambridge University Press. However, we may also be able to consider professional development events targeted at both academics and professionals, and other possibilities.
- To evaluate the format of the Conference. As reported at the AGM, the Board took the difficult decision of de-coupling the Conference dinner price from the Conference registration fee, effective from 2016. There are ways that we may be able to enhance the ANZAM Conference experience, while at the same time not changing the essential nature of what is a very successful event for the Academy.
- To consider our relationship with related academies such as ANZMAC and ANZIBA. One of the issues raised at the Conference and in various ANZAM meetings last week was the relatively low number of ARC discovery grants awarded to management scholars in Australia in the most recent round, and the low number in business more generally. By combining our voice with that of others, we may be able to lobby more effectively regarding the importance of support for research in our and related disciplines.
- Connected to the above point, to look at the development of an expert database for placement on the ANZAM website. Such a database might be used for development of research collaboration, for co-supervision, identification of RHD examiners, people who are willing to sit on university/faculty/school review committee, paper reviewers, and so forth. It may also be very useful for those people on ARC and other Panels of Experts who are asked to review grant applications. Often, people on these panels have trouble finding appropriate reviewers, and an expert database that uses appropriate keywords and summary statements of expertise could help our members in being reviewed more suitably in their grant applications.

- To look at making more use of our prize and award winners for such activities as webinars and podcasts that would be available on the ANZAM website, and generally to explore the viability of other educational services.
- To continue the Heads of Schools of Management (HOSOM) Network meetings. Many thanks to Professor Leisa Sargent (Melbourne) for co-hosting these meetings with me in 2014. For 2015, Professor Rowena Barrett (QUT) and Associate Professor Antoine Hermens (UTS) have graciously agreed to take on the organisation of these meetings, one in June at UTS and one at the Conference in Queenstown in December.
- And finally (for the moment) to look at ways that the superb corporate memory of our Board members, Fellows and Research Fellows is not lost in the turnover of Board membership.

ANZAM is a tremendous Academy which goes from strength to strength. Since I first became associated with ANZAM as the UTAS Institutional Representative in 2004, I have seen ANZAM grow and develop. The foundation of this has been the work of the Board driven by ideas from our members. I encourage you to continue this tradition and forward any ideas or comments to the ANZAM Academy Office, individual Board members or myself. Please don't hesitate to contact me if you have any ideas you wish to discuss about keeping our Academy strong and prosperous.

A vote of thanks is due to Professor Peter Jordan, our President for 2014. Peter has been a very clear-headed and thoughtful President, and his wealth of experience, both as an academic and a practitioner, has been of great benefit to ANZAM. I am very glad that he does not leave the Board; the ANZAM governance structure thankfully has him shackled to us for at least a little longer as Immediate Past President! I am sure that you will join me in congratulating Peter on his efforts and the success of ANZAM in 2014.

And finally, I have to thank the person without whom ANZAM would cease to be: our Academy Manager, Anne Anderson. Anne's devotion to the Academy, her good humour, attention to detail, and willingness to go above and beyond the call of duty on all occasions makes ANZAM what it is. Without her, I have no doubt we would be a lesser Academy...and not nearly as much fun!

I look forward to working with the Board and all of the membership for a very successful 2015. I wish all ANZAM members and supporters an enjoyable Christmas and New Year break with family and friends as we look forward to 2015.

Associate Professor Martin Grimmer
ANZAM President 2015

2014 CONFERENCE – SYDNEY

3-5 December 2014 - UTS, Sydney.

As Chair for the 28th Australian and New Zealand Academy of Management Conference, I would like to take this opportunity to thank each delegate for their participation, enthusiasm, and engagement. Your support ensured an exciting and successful Conference. There was tremendous enthusiasm and energy this year. Feedback from participants suggests that the Sydney Conference continued the series of successful annual ANZAM Conferences. We hope you all arrived home safely and with great memories.

This year's Conference attracted just short of 500 local and international delegates. Our theme "Reshaping Management for Impact", offered unique opportunities for ANZAM

members as a community of researchers, educators and practitioners, to revisit, reshape, and reframe what it means to manage and to be managers in a time of rapid change.

The Organising Committee's focus was to build on the efforts of previous years to make the ANZAM Conference more interactive and inclusive. Keynote speakers, interactive sessions, and workshops were designed and selected to be of broad interest to management academics, researchers, and practitioners.

The Keynote speakers were outstanding. Mr Mark Scott AO, Managing Director of the Australian Broadcasting Commission (ABC), discussed the management challenges facing broadcasters at a time of intensifying competition and more demanding audiences. Mr Scott forecast that mobile and online investment will be the next crucial step in the evolution of the ABC's digital strategy in order to ensure that the ABC meets the needs of its audiences now and into the future. In conclusion, Mr Scott discussed how ABC Management intends to achieve this. The President of the Australian Council of Trade Unions (ACTU), Ged Kearney, reflected on reshaping the role of unions in delivering and protecting a growing economy in a cohesive society. Former Foreign Minister Bob Carr, who is now Director of the Australian-China Relations Institute at UTS, reflected on the various management challenges he encountered as Premier and Foreign Minister. Professor Stewart Clegg added a unique historical perspective in contrasting contemporary challenges for Reshaping Management for Impact. Professor Barbara Czarniawska (Gothenburg University) explored the connections between popular culture and the practice of management.

We received a total of 470 paper submissions across 16 Conference streams, and we accepted 228 competitive papers and 136 interactive papers. The number of paper submissions is particularly encouraging and continues the upward trend of submissions to ANZAM Conferences. The interactive paper sessions, first introduced in Hobart, presented the opportunity for lively discussion and debate on the research presented and the themes that emerged within the sessions. Overall, the interactive sessions were well-received with some terrific ideas for refining these sessions for future ANZAM Conferences. In addition, there were 19 workshops/research symposia with a number of them focusing on early career academics while others were of special interest to practitioners. Most were well attended and favourably received.

In summary, the Conference was a great success, and the feedback was extremely favourable. My special thanks to the UTS organising team, Sue Harris, and Anne Anderson for their enthusiasm, engagement, and hard work. I do hope that you remember, fondly, the exciting and stimulating Conference you produced in Sydney.

I look forward to seeing everyone in Queenstown, New Zealand, for ANZAM 2015!

Associate Professor Antoine Hermens
ANZAM 2014 Conference Chair - UTS

2015 CONFERENCE – QUEENSTOWN, NZ



The Department of Management at the University of Otago look forward to welcoming you to the 29th ANZAM Conference being held in the Millennium Hotel, Queenstown, New Zealand from the 2nd to the 4th December 2015.

Although Queenstown is most famous for its bucket list of year-round high-octane adventure thrills, as a location it has something for everyone. Join us to sample award winning wines, explore the region's trails by foot or by bike; take a scenic boat cruise across Lake Wakatipu to Walter Peak Station, the options are endless. It's no exaggeration to say you can experience more in Queenstown in a day than most do in a lifetime.

The theme of our conference is '**Managing for Peak Performance**'. This Conference will provide scholars with a platform to explore how management strategies can deliver peak performance across a range of contexts. We believe that positioning the Academy in this arena will continue to enhance its appeal and relevance to the scholarly community, as well as to practitioners and policy makers.

Confirmed guest speakers include:

Professor David J Teece

*Thomas W. Tusher Professor in Global Business
Haas School of Business
University of California*

Professor D Eleanor Westney

*Sloan Fellows Chair and Professor Emerita in Strategy and International Management
Massachusetts Institute of Technology*

Professor Patrick Wright

*Thomas C Vandiver Bicentennial Chair
Darla Moore School of Business
University of South Carolina*

The high quality combination of the location and emerging programme promises to deliver a unique and enjoyable conference.

We look forward to welcoming you to Queenstown in 2015.

**Dr Conor O'Kane and Professor Elizabeth Rose
ANZAM 2015 Conference Co-Chairs**

Email: anzam2015@otago.ac.nz



JOURNAL OF MANAGEMENT & ORGANIZATION (JMO)

Some thoughts from the new Editor-in-Chief

On assuming the Editor-in-Chief role, which occurred in a formal handover at the ANZAM Conference, I am very pleased to report that *JMO* is in good shape, with all the ingredients in place to achieve its ambitious goal of becoming a tier-one international journal. Under the guidance of the outgoing Editor-in-Chief, Peter Galvin, *JMO* has acquired a prestigious publisher, Cambridge University Press, and is now well-set to grow its impact through a strategy that seeks to develop a defining and distinctive profile in the field and a truly international reputation. I offer my great thanks to Peter for his considerable commitment and efforts that have put us in an excellent position to achieve these goals. Peter is staying on as Consulting Editor and I look forward to drawing on his expertise to ensure things keep moving in the right direction. I also acknowledge the dedicated service of the Editorial team who had a particularly high workload in 2014, as well as those active members of *JMO*'s international Editorial Board. Last, but not at all least, I acknowledge Professor Peter Jordan and the ANZAM Board for their skilful governance regarding *JMO* matters, and of course for supporting my selection as the new Editor!

A number of operational matters are being addressed by the Editorial team at this time to help *JMO* achieve an improvement in its impact and ranking. The first of these is to appoint one or two new Associate Editors to provide greater coverage across the many fields the journal covers and to ease the workload of the present Editorial team. We will also be looking closely at the Editorial Board to see where new blood is needed, with a particular focus on leading international scholars.

I believe it is crucial to improve the accessibility of the journal. Thanks to a very responsive publisher, *JMO* is now listed on Scopus, increasing accessibility of our content and making it assessable in the Excellence for Research in Australia process. We have also requested that in-press articles be posted in 'First view', meaning content will begin gathering citations sooner and researchers can use their outputs for performance-based research purposes once published on-line.

I also think it important that the journal's defining focus be operationalised, encouraging submissions that address *context* (Peter Galvin's editorial from issue 1 in 2014 provides an excellent account of the different ways this might be done, including acknowledgement of context in describing, analysing or theorising about phenomena of interest (Galvin, 2014)). I conclude by extending an invitation, on behalf of the Editorial team, to the talented researchers within our scholarly community to continue to support *JMO* by submitting their research for publication, and playing an active role in the review process. Many thanks and Merry (hard-earned) Christmas to all!

Professor Tim Bentley
Editor-in-Chief

Galvin, P. (2014). A new vision for the Journal of Management & Organization: The role of context. *Journal of Management & Organisation*, 20, 1-5.

YEAR-END DOCTORAL WORKSHOP – SYDNEY

ANZAM Year-End Doctoral Workshop at UNSW, Sydney, 1-2 December 2014

With 84 PhD students from around Australia, New Zealand, and further afield, and 36 senior academics – many of them ANZAM Research Fellows and Institutional Members – this year's Doctoral Workshop was a superb event.

Our mission was to make this the best ANZAM doctoral workshop ever, one that students and academics would remember for a long time, and I think we achieved our mission.

Of the 84 students, 61 participated in a formal presentation of their research or an interactive session, or both. These were reviewed and facilitated by senior academics who provided feedback and advice, always with the proviso to “consult with your supervisors” before making changes.

We are really thankful for the great support and facilities of the UNSW School of Management and the Australian Graduate School of Management building support staff. We got the ball rolling 12 months ago in Hobart when we met with Associate Professor Shayne Gary, and he and his Head of School, Professor Christopher Jackson, were there to open and close the Workshop this year.

Events like this do not happen without a support crew, and we were fortunate to have great support from Tim Neems, Tanya Allan, and Lucy Sharron throughout the planning and on the day. We also thank UNSW PhD students Matt Dallas and Mirjam Goudsmit for their help.

Workshop highlights included:

- Opening with a ‘meet the editors’ panel who gave inside tips and advice on writing, re-writing, and re-writing some more and eventually getting published
- Dinner at Giovanna Italian Restaurant in Kingsford – we packed the house out so no room for dancing
- Keynote Professor Stewart Clegg of UNSW closed the workshop with a speech jam-packed with academic wisdom on how to do good research and get it published
- Professor Neal Ashkanasy presented on impact factors, how they're calculated and what they mean
- A master class on mixed research methods by Dr Ros Cameron
- Other presentations included:
 - Quantitative and qualitative research methods
 - Dealing with ethical dilemmas in research
 - Managing supervision relationships
 - Translating your research for practitioner audiences
 - Research design – linking questions and methods
 - Post-PhD career advice

Thanks to all the academic presenters and reviewers for volunteering their time and expertise to the workshop. Jeremy and Andrei Lux, the new ANZAM Doctoral Student Representative for New Zealand, hope to see you all again next year in Queenstown, New Zealand.

Jason Mika, Outgoing ANZAM Doctoral Student Representative (NZ)
Jeremy Novak, ANZAM Doctoral Student Representative (Australia)

Doctoral Workshop Photos...



ANZAM AWARDS – 2014 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 Professor Peter Galvin (Curtin University) and Professor Charmine Härtel (University of Queensland). (See bios at the end of the Newsletter.)

Professor Peter Dowling (La Trobe University) was also awarded Life Fellowship. Peter will receive his award at the 2015 Conference.

Certificate of Recognition to Chair of the ANZAM 2013 Conference

A Certificate of Recognition and a gift was presented to Associate Professor Antoine Hermens 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 Glen Murphy, QUT

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 Alex Newman, Monash 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 plaque.

Winner: Professor Anneke Fitzgerald, Griffith University

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*.*

Winner: Dr Sarah Dawkins, University of Tasmania

ANZAM 2014 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: Jenny Gibb, University of Waikato
Heather Connolly, University of Waikato
Eva Collins, University of Waikato
Kathryn Pavlovich, University of Waikato

Nice Guys Making Nice Blocks

ANZAM 2014 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:

- Janis Bailey, Griffith University
Amie Southcombe, Griffith University
- April Wright, University of Queensland
Geoff Greenfield, University of Queensland
Paul Hibbert, University of St Andrews

BEST PAPER AWARDS – 2014 CONFERENCE

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

Winners: Wenhao Huang, University of Western Australia
Christine Soo, University of Western Australia
Amy Wei Tian, University of Western Australia

Exploring Socio-Cognitive Factors Contributing to Knowledge Transfer

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

Winners: Joanna Carlisle, Charles Sturt University
Ramudu Bhanugopan, Charles Sturt University
Pamela Lockhart, Charles Sturt University

Development and initial validation of General Training Effectiveness for Nurses in Australia

STREAM AWARDS – 2014 CONFERENCE

University of Technology Sydney <i>Reshaping Management for Impact Stream Award</i>	Kathryn Pavlovich University of Waikato <i>Imagine there's no other: Reshaping management through 'I' technologies</i>
University of Technology Sydney <i>Critical Management Studies Stream Award</i>	Sally Riad Victoria University of Wellington Gavin Jack La Trobe University <i>Re-viewing the imperial aesthetic through the Sphinx: Addressing its specters to broaden the (post)colonial space in organization studies</i>

<p>University of New England <i>Entrepreneurship, Start-Ups & Small Business Stream Award</i></p>	<p>Tim Mazzarol University of Western Australia Sophie Reboud Groupe ESC Dijon Bourgogne – Ceren <i>Key problems facing SME owner-managers in strategy and innovation: Evidence from a diagnostic survey</i></p>
<p>RMIT University <i>Gender, Diversity & Indigeneity Stream Award</i></p>	<p>Tshewang Norbu Lisa Bradley Vicky Browning Queensland University of Technology <i>Work and life balance practices in Bhutan</i></p>
<p>Australasian College of Health Services Management <i>Health Management & Organization Stream Award</i></p>	<p><i>Joint Winners – 1:</i> Hazel Harden Queensland Health Liz Fulop Griffith University <i>The challenges of relational leadership and decision making in a healthcare context</i></p>
<p>University of Canberra <i>Health Management & Organization Stream Award</i></p>	<p><i>Joint Winners – 2:</i> April Wright Peter Liesch University of Queensland Stuart Middleton UnitingCare John Burke Queensland Health Victoria Brazil Bond University <i>Using Evidence to Solve Organizational Problems in Hospitals: A Case Study of Fast Track</i></p>
<p>University of Southern Queensland <i>Human Resource Management Stream Award</i></p>	<p>Leigh-ann Onnis James Cook University <i>Managers are the key to workforce stability: an HRM approach towards improving retention of health professionals in remote northern Australia</i></p>
<p>University of South Australia <i>International Management Stream Award</i></p>	<p>Annamaria Kubovcikova Aarhus University <i>Rethinking adjustment of expatriates – testing the statistical properties of the construct</i></p>
<p>Monash University <i>Leadership & Governance Stream Award</i></p>	<p>Peter McKiernan Murdoch University David MacKay Strathclyde University <i>The Failure of Strategic Initiatives: Perceptions of Leaders, Managers & Employees</i></p>
<p>University of Wollongong <i>Management Education & Development Stream Award</i></p>	<p>Alastair Rylatt University of Technology Sydney <i>Stable and becoming selves: A theoretical and practical framework for reshaping management education and leadership development</i></p>

University of Western Sydney <i>Marketing & Communication</i> Stream Award	Chiu-Ping Chen Dong-Jenn Yang I-Shou University, Taiwan Chih-Chung Wang Kaohsiung Medical University Chung-Ho Memorial Hospital, Taiwan <i>Exploring the Persuasive Effects and Neural Activities of Message Framing on a Home-Based Program for Children with Disabilities</i>
Federation University <i>Organisational Behaviour</i> Stream Award	Ashlea Troth Peter Jordan Sandra Lawrence Griffith University Neal Ashkanasy University of Queensland <i>Future Directions for Research in Interpersonal Workplace Emotion Regulation</i>
Griffith University <i>Public Sector Management and Not-for-Profit</i> Stream Award	Helena Heizmann Anthony Fee University of Technology Sydney Sidney Gray University of Sydney <i>Effective cross-cultural capacity development: The importance of boundary contact conditions</i>
University of Adelaide <i>Strategic Management</i> Stream Award	Wenhao Huang Christine Soo Amy Wei Tian University of Western Australia <i>Exploring Socio-Cognitive Factors Contributing to Knowledge Transfer</i>
Waikato Management School <i>Sustainability & Social Issues in Management</i> Stream Award	Martin Grimmer Morgan Miles University of Tasmania <i>With the Best of Intentions: A Large Sample Test of the Intention-Behaviour Gap in Pro-Environmental Consumer Behaviour</i>
Deakin University Technology, Innovation & Supply Chain Management Stream Award	Ron Beckett Deakin University Ross Chapman Central Queensland University <i>What Business Model Constructs Drive Innovation in Australian Manufacturing SMEs?</i>

BEST STREAM REVIEWERS – ANZAM 2014 CONFERENCE

Stream Name	Best Reviewer
Reshaping Management for Impact	Dr Danielle Logue University of Technology Sydney
Critical Management Studies	Associate Professor Deborah Jones Victoria University of Wellington
Entrepreneurship, Start-Ups and Small Business	Dr Jodyanne Kirkwood University of Otago
Gender, Diversity and Indigeneity	Dr Jayne Bye University of Western Sydney

Health Management & Organization	Dr Sarah Kaine University of Technology Sydney
Human Resource Management	Mr Russell Wordsworth University of Canterbury (New Zealand)
International Management	Associate Professor Antonia Girardi Murdoch University
Leadership and Governance	Dr Young Un Kim University of New South Wales
Management Education and Development	Dr Astrid Kainzbauer Mahidol University College of Management, Thailand
Marketing and Communication	<i>Joint Winners:</i> Mr Thomas Lee University of Tasmania <i>and</i> Dr Nima Heirati University of Newcastle Business School, UK
Organisational Behaviour	Dr Gerry Treuren University of South Australia
Public Sector Management and Not-For-Profit	Dr Sharyn McDonald Deakin University
Strategic Management	Ms Moira Scerri University of Technology Sydney
Sustainability and Social Issues in Management	Dr Lisa Daniel University of Adelaide Business School
Technology, Innovation and Supply Chain Management	Dr Stuart So University of Melbourne

ANZAM FELLOWS

No applications/nominations were made for Fellow status during the year.

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

2015 BOARD

President

Associate Professor Martin Grimmer

President Elect

Professor Kate Kearins

Immediate Past President

Professor Peter Jordan

Representatives for Region 1 - NSW/ACT

Dr Raechel Johns

Associate Professor Terry Sloan

Representatives for Region 2 - VIC/TAS

Associate Professor Melanie Bryant
 Dr Rob Hecker

Representatives for Region 3 - SA/WA

Associate Professor Greg Fisher (*South Australia*)
 Associate Professor Maryam Omari (*Western Australia*)

Representatives for Region 4 - QLD/NT

Dr Remi Ayoko
 Dr Judy Matthews

Representatives for Region 5 - NZ

Dr Bevan Catley
 Dr Conor O’Kane

Appointed Doctoral Student Representatives

Andrei Lux
 Jeremy Novak

JMO Editor-in-Chief

Professor Tim Bentley

Other Appointed Board Members

Associate Professor Antoine Hermens
 2016 Conference Chair/Representative

Secretary

Dr Remi Ayoko

Treasurer

Professor Lee Di Milia

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

ANZAM Committees for 2015

Education	Greg Fisher (Chair), Raechel Johns, Judy Matthews, Maryam Omari
Membership	Terry Sloan (Chair), Remi Ayoko, Melanie Bryant, Bevan Catley,
Research	Kate Kearins (Chair), Tim Bentley, Lee Di Milia, Peter Jordan, Jeremy Novak
Systems	Rob Hecker (Chair), Martin Grimmer, Antoine Hermens, Andrei Lux, Conor O’Kane, 2016 Conference Chair/ Representative

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.

THANK YOU

A wonderful gesture by the winners of two of our Stream Awards who asked that their prize money be donated to charity:

Leadership & Governance: Peter McKiernan & David MacKay

Organisational Behaviour: Ashlea Troth, Peter Jordan, Sandra Lawrence, Neal Ashkanasy.

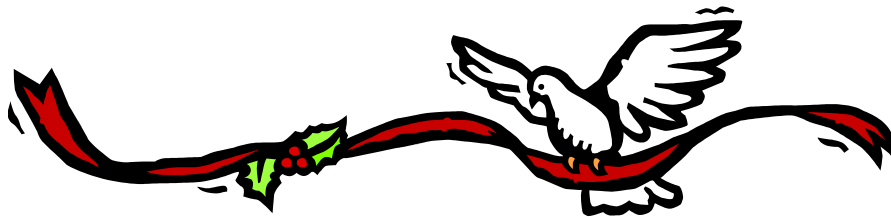
Foodbank NSW and Foodbank Qld respectively are very grateful for the donations, particularly at this time of year.

ANZAM ACADEMY OFFICE - CHRISTMAS CLOSURE

The ANZAM Academy Office will close on Thursday 18 December 2014, reopening on Wednesday 7 January 2015. 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



BIOGRAPHIES – NEW LIFE FELLOWS

Professor Peter Galvin

Professor Peter Galvin received his PhD from University of Western Australia in 1998 having previously worked in management consulting. His first full-time academic appointment was in the School of Management at QUT which he commenced in January 1998. Under the leadership of Professor Boris Kabanoff at the time, there was a focus upon research of an international standing well before the current systems and metrics encouraged such activity. It is no coincidence that the School under Boris was instrumental in developing a large number of people who are now well-known professors in various institutions in Australia and New Zealand.

In 2000, Peter took an opportunity to work at the California State University, San Louis Obispo (part of the California State University system). Due to family reasons, this was a relatively short appointment, but one that provided considerable insight into effective teaching methods and the potential of the case teaching method.

Somewhat fortuitously, a position as a Senior Lecturer became available in late 2000 at the Graduate School of Business at Curtin University. As Peter and his wife Rachel have their immediate family in Perth, this was a chance to return to Australia in a location that would be close to family support. Teaching on the MBA program saw KPIs from senior management that were more teaching focused than research focused for a number of years. With no undergraduate programs to support the School, the potential for the School to survive and prosper was a function of student satisfaction, reputation and rankings. It was in this

environment that Peter developed his teaching, winning the Curtin Business School Teacher of the Year in 2004, Curtin University Teaching Awards in 2003 and 2004, and a National Citation for 'Outstanding Contribution to Student Learning' from the Australian Learning and Teaching Council in 2009. The period from 2001-2006 was also a time of considerable international activity at the Graduate School of Business and thus for Peter. He taught on Curtin programs in South Africa, Brunei, at the Curtin campus in Malaysia and on an exchange program in Toulouse (France). He also became the Director of the DBA program in Hong Kong that was run in conjunction with Lingnan University.

In late 2006, Peter became the MBA Director at the Curtin Graduate School of Business and introduced a number of initiatives to position the Curtin MBA in the leading group of MBAs around the country. Interviews for all potential students, essays, references, and a focus on additional wrap-around components to the MBA saw it rated in the 60s and 70s in the top 100 MBA programs *The Economist* during his four year tenure in the role.

In 2009 Peter was promoted to Professor and it was in 2009 and 2010 that Peter started his close relationship with ANZAM as the Board member representing Western Australia.

In late 2010, Peter accepted a position as Professor and Subject Group Leader (Strategic Management and International Business) at Northumbria University in the UK. During this time he initially took on the role of Associate Editor of *Journal of Management & Organization (JMO)* and then became the Editor-in-Chief in 2012. Whilst managing 25 staff in his Subject Group kept him busy, late 2012 and much of 2013 were extremely busy finding and negotiating a new publisher for *JMO* – Cambridge University Press.

Late 2013 saw Peter return to Curtin where he has taken on the role of Deputy Dean and the end of his three year stint at Editor at *JMO*. His goal now is to actually find some time to undertake more his own research.

Over the years, Peter has graduated 19 doctoral students, published in a wide range of journals from *Journal of Business Ethics* to *Managerial and Decision Economics* and has published two strategy textbooks with different co-authors.

Outside of academia, Peter tries to find time to spend with his three children and, as an ex-Australian swim team member, he continues to participate in swimming events and administration.

Professor Charmine Härtel

Professor Charmine Härtel grew up in an Alaskan indigenous community where she developed her strong interest and values in diversity and inclusion. Born into a working class family to an Italian mother whose family immigrated to the US when World War I broke out, she was exposed early to stories of remarkable hardship, courage, and the importance of speaking out against unjust and unkind acts. Her mother, also a victim of polio, instilled in Charmine and her sisters the value of getting an education, especially for women, as she herself had not had the opportunity to obtain a secondary education. These admonitions not only fuelled Charmine's love of learning, but also her deep commitment to use her education in the service of individuals from a background of hardship or who desired to devote their careers to promoting a socially inclusive and just world. Her contributions in this regard have been recognised in a number of ways including supervision excellence awards (e.g., from Monash University, Deakin University, ANZAM, US Academy of Management) relating to the supervision of students from under-represented and disadvantaged groups.

After becoming the only member of her family to complete a university degree, and having previously held roles as diverse as police work, community TV, haemodialysis, staffing,

photo journalism, elder care, horse training, computing, and forestry, Charmine went on to obtain her MA and PhD in Industrial and Organizational Psychology from Colorado State University in 1991. Her first academic position was in a school of psychology, after which she accepted a job with the Department of Management at The University of Queensland, which saw her, her husband, and two children immigrate to Australia at the end of 1995. It was shortly after this that she attended an event in Sydney for early career academics where she was surprised to hear a professor remark that the top scholars in Australia would not submit their 'good' work to the ANZAM Conference or ANZAM's journal. From that moment, she resolved to contribute in whatever way she could to developing a positive role and reputation for ANZAM as the ANZ region's academy.

In 2000, Charmine moved with her family to Melbourne where she took up a position as Associate Professor in the Department of Management at Monash University. During this period she served as Deputy Head of Department and Research Director.

At the end of 2003, Charmine was headhunted for the inaugural Research Chair in Management in the Faculty of Business and Law at Deakin University, where she remained until the end of 2005. Her roles also included Associate Dean (Research) and Director of the Centre of Business Research. While at Deakin, she also served ANZAM as Chair of both the Leadership and Organisational Behaviour Streams for the 2005 conference.

In 2006, she was invited to return to Monash University's Department of Management as a Distinguished Professor where she remained until January 2010. During this period, she served as the Foundation Associate Dean (Staff Research Development) for the Faculty of Business and Economics as well as the Foundation Director of the Social and Economic Interface Research Network. From 2006-2007 she served as Director of Research and the RQF Coordinator for the Department of Management. It was at this time that she ran for and was elected as the ANZAM representative for Victoria and Tasmania. The Department of Management at Monash University, which has a long history of supporting its staff to be actively involved in ANZAM, generously funded her travel to attend meetings of the ANZAM Board. From 2007-2009, Charmine served as ANZAM Secretary and then from 2009-2011 she served as Chair of the Research and Research Training Subcommittee. In 2008, with the support of then-President Alison Sheridan, she was responsible for the creation of official ANZAM values which also put Inclusion at the centre of ANZAM processes and goals. Also in 2008, together with Neal Ashkanasy, she developed and delivered workshops on publishing and grant writing for the ANZAM Roadshow for regional universities in Queensland and the Northern Territory. She also served as ANZAM Research Fellow from 2009-2011, preparing and delivering presentations and workshops for ANZAM doctoral initiatives.

In 2010, following a call from her first Australian employer asking if she might return, she moved back to Brisbane taking up the role of Professor and Head of Management at UQ Business School. Charmine continued her role as Chair of ANZAM's Research and Research Training Subcommittee on the ANZAM Board. In this role, she raised the idea of an ANZAM Heads of Department Network and, following Board approval, designed and co-facilitated with then-ANZAM President Neal Ashkanasy the Network launch at the Sydney ANZAM Conference in 2010.

In early 2010, Charmine volunteered to step in as Editor in Chief (EIC) for ANZAM's journal (*JMO*) to allow then-Editor Ray Cooksey to take leave. Due to unexpected events for both Ray and *JMO* (adverse impact of the ERA ranking result), this turned into a near three-year term. Despite being advised by colleagues against staying in this role, faced with the very real likelihood that abandoning the role would lead to the death of the journal, she stayed on to see out her vision of an impactful ANZAM journal. During her tenure as *JMO* EIC, she reconciled eContent's hard-copy and electronic tracking systems, repositioned *JMO*'s editorial statement and revised author information, recruited and appointed Associate Editors, transitioned *JMO* to ScholarOne, made the Cambridge University Press (CUP)

contact and convinced them to take *JMO* on even with the associated risks, worked on recruiting a new EIC including securing Peter Galvin to assume the EIC role in May 2012, and made submissions to the ABDC ranking review on *JMO*'s behalf.

With the specific aspiration of creating clear structures for supporting indigenous colleagues and research, academics and students from centres outside large capital cities, and teaching-focussed academics, Charmine put her hand up and was elected as 2012 ANZAM President. Her work led to securing indigenous involvement in ANZAM including the PhD representative, the indigenous Special Interest Group, and the modification of the Gender and Diversity in Organisations' stream to include indigenous issues.

In Charmine's final year on the ANZAM Board as Past President (2013), although overseas on study leave, she worked tirelessly helping Peter Galvin transition *JMO* to the Cambridge publisher including liaising with CUP and working with the ANZAM solicitor, working together with the EIC to write the CUP proposal and a new positioning statement, closing out the old eContent system, creating a new reviewer database, and creating publishing guidelines content. She is continuing to support the transition of *JMO* to CUP, serving as Senior Editor in charge of invited contributions and special issues.

As a researcher, Charmine is recognized internationally as one of the originators of the study of emotion in organizations and as a leading expert in the strategies, systems and practices underpinning positive organizations and inclusive employment practices. Together with former PhD student Yuka Fujimoto, she is author of the wholly original textbook *Human Resource Management* (Pearson), which is now in its third edition. What makes this textbook unique is not only its showcasing of ANZ management research, but also its strong strategic and applied approach emphasising stewardship of human wellbeing and social inclusion in the employment relationship. Charmine's commitment to promoting diversity and inclusion has compelled her long-standing active affiliation with the US Academy of Management's Gender and Diversity in Organizations Division, for which she is currently serving as elected Division Chair. Charmine also is a highly recognized management educator, serving as an Associate Editor for *Academy of Management Learning and Education* and Co-Editing an AMLE special issue on cross-cultural management education (2013). In all her roles, she has worked hard to promote a deeper understanding and better representation of international perspectives on diversity, research training, and academic careers.

Outside of academia, Charmine continues to pursue her love of the outdoors, taking every opportunity to boat, fish, naturewatch, camp, garden and 4WD with friends and family. She also maintains her lifelong interest in drawing, painting, music, and writing poetry.

***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**