



ANZAM

AUSTRALIAN & NEW ZEALAND
ACADEMY OF MANAGEMENT

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FROM THE PRESIDENT'S DESK



Dear ANZAM Members

The Hobart Conference was a very successful end to 2013 and, beginning at that Conference, the work of your Board has started in earnest. We have a number of new Board members this year and I thank them for the wholehearted way in which they have approached their new responsibilities. As I will outline in this report, there are a number of opportunities and a number of issues we need to address in the coming year to make sure ANZAM continues to contribute to our members.

Your ANZAM Board met in March in Auckland, the first time we have taken a Board meeting to New Zealand, and it was very successful. Previously, we have tried to keep Board meetings to major Australian capital cities in order to minimize the cost to Board members whose universities pay for their travel to attend Board meetings. We decided this year to have a meeting in Auckland as a part of our ongoing commitment to our New Zealand members.

In Hobart I outlined my goals as ANZAM President for 2014 and indicated I wanted an increased focus on assisting Early Career Academics (ECA) and those new to academia. In Auckland in March, we began this process. I was privileged to participate in the first ECA half-day workshop organized by Professor Edwina Pio and Dr Bevan Catley (our New Zealand Board reps) and supported by the Auckland University of Technology NZ Work Research Institute. I want to sincerely thank Edwina and Bevan for their work in developing and running this very successful workshop. We have obviously hit on a need for ANZAM members with approximately 65 registrants from across universities in New Zealand. The topics covered in the workshop examined all three aspects of an academic career of research, teaching, and service. Feedback from all participants indicates that this was an important contribution to their continued careers. We look forward to continuing this set of workshops as the Board progressively meets throughout the year.

The other first for ANZAM is the completion of a Promoting Excellence in Learning and Teaching (PELT) grant by Dr Herman Tse and Dr Anne Christie. Herman and Anne won a 2013 PELT grant to develop an on-line marking guide and to do research around on-line marking. They presented the results of their work at the ANZAM Conference in Hobart and a report has now been loaded onto the ANZAM website. I encourage members to look at this guide which may assist academics in improving their efficiency in marking.

In relation to research matters, ANZAM put in a representation to the Excellence in Research Australia (ERA) on its recent consultations in relation to the ANZAM Conference. You will be pleased to know that the ANZAM annual Conference is listed as a recognised international

conference under Management (1503) for submissions to the ERA data collection in Australia. The ANZAM journal, the *Journal of Management & Organization*, is also a recognised journal for the ERA data collection.

Amongst these successes, I note that there are challenges that face ANZAM over the next few years. Our Conferences over the last few years have met with critical acclaim, with increasing quality in the papers submitted and presented, and in the quality of the facilities. During this time your Board has been sensitive to price pressures on the registration fees for the ANZAM Conference, and successive Boards over recent years have made decisions to try to keep the cost of the ANZAM Conference below A\$1,000 (which includes the cost of annual ANZAM membership, \$191.40 for Professional members). We also tried to assist our New Zealand members by offering conference registration to match the Australian registration in New Zealand dollars. Unfortunately, as a Board we need to be fiscally responsible and we cannot continue to afford to subsidise the Conference without putting the Academy into financial difficulties in the long term.

The last price rise for our annual conference was in 2007 and we have managed to hold this cost until 2013. The cost of providing the annual ANZAM Conference, however, has not been stagnant, with significant cost increases over the last 6 years. For the first time in 6 years, in 2014 we will raise the cost of the conference by \$100 for professional members. The cost for Doctoral Students and Associate members will rise by \$50, but attendance at the Year-End Doctoral Workshop will be included in this fee (and for any Professional registrants studying part-time). Members and non-members often comment on the cost of the ANZAM annual Conference, but we consider it is still excellent value for money. The first issue to note is that the overall Conference fee includes a year's membership of ANZAM, which for Professional members is \$191.40. The Conference fee also includes all meals and drinks including the Conference dinner dance in this price. Other 3 day Professional conferences in Australia often cost much more and provide much less. While some international conferences appear to be a cost effective solution, you need to pay for international airfares, with participants paying for food and drinks often at very expensive hotels.

I would be keen to hear members' views on this decision during the year and I hope this will culminate in a discussion of this topic at the Annual General Meeting in Sydney. Options on the table at present are to separate the membership fee from the Conference fee, a regular small increase in the Conference fee (from 2015), the reduction in facilities provided by ANZAM during the Conference, and providing events on a user-pays basis (for instance the Conference dinner could be an additional charge for all registrants). We are looking for creative solutions and I would be keen to discuss this with ANZAM members during the year for implementation in 2016. My email address for any issues you want to raise is Peter.Jordan@griffith.edu.au.

To finish on a positive note, the preparations are well advanced for a great Conference in Sydney. Keynotes have been confirmed and the Call for Papers has been issued. We anticipate the ANZAM Conference will again be a very successful one and I want to thank Professor Antoine Hermens and his team at UTS for the time and effort they have put into organizing this conference so far.

I think this all sets ANZAM up for looking forward to a successful and exciting 2014.

Professor Peter Jordan
ANZAM President 2014

2014 CONFERENCE – SYDNEY



Preparations are well underway for this year's Conference in Sydney. Key dates are:

- Closing date for submission of papers: 1 July
- Notification of Acceptance: 5 September
- Final Revisions Due: 10 October

There are 16 streams in 2014, with *Health, Public Sector and Not-For-Profit* being divided into two separate Streams, i.e., *Health Management & Organization* and *Public Sector Management and Not-for-Profit*. All Stream Chairs are now in place, and the Call for Papers has been issued. For further information, please visit the [Conference website](#), or contact Dr Marie dela Rama on marie.DelaRama@uts.edu.au.

- Reshaping Management for Impact – Conference Theme
- Critical Management Studies
- Entrepreneurship, Start-Ups and Small Business (*was Entrepreneurship, Small Business and Family Enterprise*)
- Gender, Diversity and Indigeneity
- Health Management & Organization
- Human Resource Management
- International Management
- Leadership and Governance
- Management Education and Development
- Marketing and Communication
- Organisational Behaviour
- Organisational Change and Development
- Public Sector Management and Not-for-Profit
- Strategic Management
- Sustainability and Social Issues in Management
- Technology, Innovation and Supply Chain Management

The 2014 Conference Committee is in the process of inviting keynote speakers to best fit the *Reshaping Management for Impact* theme. Already confirmed are:

- **Professor Barbara Czarniawska** (Professor of Management Studies, GRI, School of Business, Economics & Law, University of Gothenburg)
- **Professor Stewart Clegg** (Research Director, Centre for Management and Organisation Studies (CMOS)/Professor, Management Discipline Group, UTS)
- **Mr Mark Scott, AO** (Managing Director, Australian Broadcasting Commission).

The social program includes a Welcome reception (**Tuesday evening**), a Conference Dinner (**Thursday evening**) and a Happy Hour (**Friday afternoon**). The dinner venue is Doltone House, Jones Bay Wharf, a waterfront location with an outdoor balcony and views across to the Harbour Bridge.

I look forward to welcoming you to Sydney.

Associate Professor Antoine Hermens
ANZAM 2014 Conference Chair

RISE IN CONFERENCE REGISTRATION FEES

The Conference website is now available to members. You will note that, for the first time in 7 years (since 2007), Conference registration fees have risen. It has been evident to the Board for some time that attempting to keep the registration under the A\$1,000 mark (which includes a membership fee of A\$174 – plus GST where appropriate – meaning the Conference for full members actually costs A\$816) was having an increasingly detrimental effect on the Academy's finances, putting other activities and services at risk.

The services and activities ANZAM provides have expanded over the last few years with the funding of teaching and learning grants, workshops for Early Career Academics, Doctoral students, and the expansion of our Special Interest Group program which has brought new members to ANZAM. We have also set up the Heads of Schools of Management Network and supported the Business Associate Dean's Research meetings and completed the ANZAM Research Productivity Report.

The ANZAM Conference is one of the few "all-inclusive" events for management academics. Apart from the increasing quality of the conference, it is one of the few conferences around the world offering morning and afternoon teas, meals, welcome and closing functions, and the Conference dinner. In light of the value of these networking opportunities, your Board and I decided it is better to increase the cost to cover these activities rather than lower the cost and remove opportunities for attendees to mix with other delegates from a wide range of countries and institutions. During the year I will be speaking to members and as a part of the Annual General Meeting I will be convening a session to seek members' feedback on the Conference and the expectation of members in terms of value for money in future Conferences.

Had this rise been instituted incrementally over the past 7 years, it would not have been as noticeable as it now is. The price rise is \$100 for professional members and \$50 for associate members. If your Board had only applied a CPI increase for the last 7 years, ANZAM professional members would have seen a price rise over that time of approximately \$320 (for 2014 based on CPI increase annually of 4%). We can assure members that any future rises will be more modest.

For more information on this, please see the President's message (page 3 of this Newsletter).

I look forward to seeing you all in Sydney for what promises to be an excellent conference.

Professor Peter Jordan
ANZAM President 2014

DOCTORAL MATTERS

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

We are pleased to confirm that the 2014 Year-End Doctoral Workshop will be held at the University of New South Wales (UNSW) in Sydney. The Workshop will be hosted by the School of Management over two days – Monday 1 December and Tuesday 2 December 2014 – so please mark your diaries now and start securing travel funds. Watch the ANZAM website for updates. Meanwhile, check out the UNSW's website for details about their location and facilities (www.unsw.edu.au). Please contact Jeremy Novak (jeremy.novak@scu.edu.au) or Jason Mika (j.p.mika@massey.ac.nz) to be added to the contact list for this year's Workshop.

A contribution will be charged to cover catering, i.e., lunch, morning and afternoon teas for two days, as well as the social function. This will be advised as soon as possible. Some of the other benefits you will enjoy include:

- Meeting ANZAM Conference Keynotes
- Presenting your research in a supportive environment with feedback from senior academics
- Learning new and established research methods for higher degree research
- Networking with other students and academics during the Workshop and social event
- Learning about the exciting challenges of a career as a management academic and researcher

The Year-end Workshop occurs immediately prior to the ANZAM Conference, being hosted by University of Technology Sydney from 3-5 December 2014. We encourage you to attend both events if you can.

ANZAM Mid-Year Doctoral Workshop, 19-20 June 2014, RMIT University, Melbourne

Stay tuned for more information on the ANZAM Mid-Year Doctoral Workshop to be hosted by the College of Business at RMIT University, Melbourne. Tentatively running from 3.00pm on Thursday 19 June and most of Friday 20 June, the Workshop will probably involve plenary sessions, as well as the opportunity for some attendees to present to peers and 2 senior academic reviewers. More information will be emailed to members, and uploaded to the ANZAM website, when it is available.

We wish to thank Associate Professor Martin Grimmer and Dr Rob Hecker of University of Tasmania for hosting the Doctoral Workshop in Hobart last December, and Mrs Anne Anderson, Academy Manager, for her assistance. It was a great Workshop at a great venue. Thanks to all the participants, presenters, reviewers and ANZAM Board members for attending the workshop.

Jason Mika and Jeremy Novak
ANZAM Doctoral Student Representatives

DATE CLAIMER: EARLY CAREER ACADEMIC WORKSHOP – MELBOURNE

An Early Career Academic Workshop will be held at Swinburne University, Melbourne, on Tuesday 17 June 2014. Internationally-acclaimed academics will share their insights with the participants.

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.

More details available soon.

JOURNAL OF MANAGEMENT & ORGANIZATION

The *Journal of Management & Organization* is seeking to add to its cohort of people filling Editorial roles. At present, the Journal relies upon an Editor-in-Chief, a Senior Editor (for invited papers and special issues), and seven Associate Editors. With the Journal expecting around 400 submissions in 2014 and further increases in future years, a minimum of two new people are sought to join the Editorial team for a term of three years.

1. *Associate Editors*: At least one (but possibly two) new Associate Editors will join the team later this year. Applications are welcome from academics in any area of management research. Associate Editors receive papers to manage from the Editor-in-Chief that align with their broad area of expertise. They will invite reviewers to assess the paper and make decisions concerning the paper (i.e., accept, reject and R&R decisions are made without reference to the Editor-in-Chief). Associate Editors will need to have an appropriate publication record and considerable reviewing experience. It is not a requirement to have sat on an Editorial Board, but having held such a position would be advantageous.
2. *Book Review Editor*: The Book Review submissions are presently managed by one of the Associate Editors. A relatively small number of book reviews are received and this is an excellent position through which to gain experience on an Editorial team. There are no specific requirements for the role other than a willingness to learn.

For both roles, training will be provided by appropriate people including the Editor-in-Chief. Depending upon experience, the roles will start in a very gradual manner. In time, the Associate Editor(s) can expect to manage approximately 25 new manuscripts per year. Applicants may reside outside of Australia and New Zealand, and we particularly encourage applications from people with expertise in non-traditional methodologies and/or people with skills in advanced statistics.

For further information about the roles and to discuss what is involved in terms of the workload and the systems that *JMO* uses, please contact the Editor-in-Chief: Professor Peter Galvin, on (08) 9266 3389 or Peter.Galvin@qsb.curtin.edu.au.

Professor Peter Galvin
Editor-in-Chief, *JMO*

EXPRESSIONS OF INTEREST – EDITOR-IN-CHIEF, JMO

CAMBRIDGE

JOURNALS

Expressions of interest invited for Editor of *Journal of Management & Organization (JMO)* published by Cambridge University Press

Nominations are sought for the position of Editor in Chief (EIC) for the *Journal of Management & Organization* (ISSN 1833-3672), the official journal of the Australian & New Zealand Academy of Management (ANZAM), to serve a term of office of three years, beginning on or before 1 December 2014.

The *Journal of Management & Organization (JMO)* is an international peer-reviewed journal listed in SSCI and published by Cambridge University Press. JMO provides a unique outlet for management research that considers how context shapes managerial theory and practice; recognizing the diversity of business practices and environments found around the world. With a global focus, JMO provides a new perspective for scholars, educators, students and practitioners. Editorial Board members represent esteemed scholars from different regions of the world collectively providing expertise in the thematic areas of strategic management, OB, HRM, employment relations, industrial relations, labour relations, operations management, entrepreneurship, family business, religion and workplace spirituality, international business, governance and corporate social responsibility, organization theory, critical management studies, knowledge management, public sector management, management education, and qualitative, quantitative and mixed methods.

The appointed EIC will take over from Professor Peter Galvin who has been very successful in seeing JMO through its renaissance under its new publisher Cambridge University Press. We are specifically looking for an EIC who will build on JMO's newly refocused scope, which from 2014 positions JMO to look at the context around developing a global perspective on management theory and practice. Professor Galvin's term finishes in 2014 and he would like to pass JMO into new editorial hands to see it into the next phase of its development.

In keeping with JMO's mission, we are seeking nominees for the EIC role who are scholars of the highest scholarly standing representing the various research areas and paradigms associated with the management discipline. The EIC will work with the ANZAM Board of Directors and Cambridge University Press to build the standing of JMO as a leading management journal.

This role could be carried out by an individual or a team. Potential candidates are asked to submit a short statement (no more than 1000 words) identifying their relevant experience and understanding of JMO and indicating how they would like to take JMO forward over the next five years. Applications for joint editorships will be strongly encouraged.

If you are interested in taking on this role, then please supply a statement demonstrating:

1. Publication profile: based on the quality and quantity of publications, including journal articles in top or leading journals, book chapters and books but not conference papers.
2. Editorial experience: including journal editorships, edited books, guest editorships and membership of editorial boards of top or leading journals.
3. A three-year strategy to further develop the journal and to improve the journal's global profile as well as usage, citations and rankings.
4. Indication of support from your Department or School/ Faculty for this role to be undertaken.

Applications will be considered jointly by the ANZAM Board and Cambridge University Press.

The deadline for applications is 5.00pm on Friday 9th May 2014. Applications should be sent to the ANZAM Manager, Ms Anne Anderson at Anzam@griffith.edu.au. Applicants who are seeking further information or to discuss this opportunity can contact the current ANZAM President, Professor Peter Jordan (Peter.Jordan@griffith.edu.au).



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.

ANZAM SECRETARIAT – APRIL/MAY

I will absent from the office from Wednesday 23 April, returning on Thursday 22 May. During this time, emails will be checked regularly, although the office will not be manned on a fulltime basis.

May I take this opportunity to wish all Members a very safe and happy Easter break.

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