



ANZAM

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FROM THE PRESIDENT'S DESK



Dear ANZAM Members

ANZAM ended 2014 with the excellent Conference run by our colleagues at UTS, which brought us some memorable experiences including a dazzling array of Keynotes. I am still in awe of what Associate Professor Antoine Hermens and his team were able to pull off in that regard. This year, your ANZAM Board has got down to business. Our first meeting for the year was in Melbourne, hosted by Swinburne University (thanks to Professor Bernadine van Gramberg), and there are a number of matters from the meeting that I would like to report on.

As I mentioned in my December report, one of the issues raised at the UTS Conference, and in various meetings held at the time, 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. If we look at the data on Discovery Project grant money awarded (comparing FoR 14 with FoR 15), we see the following nationally:

	Total DP Funding Received p.a.				
	2011	2012	2013	2014	2015
FoR 14 ECONOMICS	\$5,422,922	\$6,925,128	\$3,827,200	\$9,051,350	\$6,622,363
FoR 15 COMMERCE, MGT, TOURISM & SERVICES	\$6,619,845	\$4,415,091	\$3,155,742	\$2,972,604	\$1,691,900

If we look at Discovery Project success rates across selected FoR codes, we see the following nationally:

	Discover Project Application Success Rates (%)				
	2011	2012	2013	2014	2015
FoR 1401 (Eco. Theory)	22.2	37.5	16.7	27.3	25.0
FoR 1501 (Account.)	33.3	20.0	9.1	14.3	0.0
FoR 1503 (Bus. & Mgt)	15.7	18.2	12.7	7.0	3.3
FoR 1505 (Marketing)	33.3	0.0	5.9	12.5	0.0
FoR 1701 (Psychology)	25.5	29.5	28.1	24.8	19.2

It is clear from this data that FoR 15 (FoR 1503 and FoR 1505 specifically) is trending downwards. Since December, Professor Peter Jordan (Immediate Past-President) has written to Minister Pyne, and met with Professor Marian Simms and Professor Aidan Byrne at the ARC to discuss the problem. While pointing out that trends in the awarding of grants may be as a result of normal fluctuation, they did acknowledge our concern, noting the clear downward trend in the awarding of FoR 1503 grants over the last 5 years. One of the specific issues Peter raised was whether the composition of the relevant ARC panels had any impact on outcomes, for example, a possible overabundance of positivist researchers. Professor Simms undertook to look at the composition of panels to make sure that no research approach dominated.

I have also been in contact with the ANZMAC President, Professor Sharyn Rundle-Thiele of Griffith University, to discuss the matter as Marketing academics appear to be faring slightly worse than Management. To this end, we have arranged for what may be the first ever joint Institutional Members Meeting between ANZAM and ANZMAC, on the topic of '**ARC Grants in FoR 15: Trends, Issues and Challenges**'. This will occur on 25 June at UTS in Sydney, with presentations from Professor Marian Simms from the ARC and Professor Stephen Taylor, UTS and Chair of BARDeNet. This meeting will allow for further investigation of the problem, and I will report on outcomes in the next Newsletter.

ANZAM has this year continued its support for Early Career Academics (ECA) (begun under the leadership of Peter Jordan as 2014 ANZAM President). We held a successful ECA event in Melbourne in March, hosted by RMIT University. Thank you to Dr Tim Butcher from RMIT for running point for this event (and thanks to Professor Pauline Stanton). While we were slightly delayed by having to evacuate the building during a fire alarm(!), there was an excellent level of discussion and engagement amongst participants. The next ECA event (combined with the Mid-Year Doctoral Workshop) will be on 23 June in Sydney, hosted by UTS (and thanks to Associate Professor Antoine Hermens) – details are elsewhere in the Newsletter.

The Board has also begun in earnest considering alternative and more diverse revenue streams for ANZAM. As I pointed out in December, at the moment our two main sources of revenue are membership contributions and the Conference, which will be supplemented from next year with a predicted increase in royalties from the *Journal of Management & Organization (JMO)* arising from the renewed efforts of our new publisher, Cambridge University Press. However, we need to think about other options, and one has been professional development events targeted at both academics and professionals. Associate Professor Greg Fisher, Chair of the Education Committee, is developing a proposal along these lines to provide additional online education related resources to ANZAM members, such as webinars, video and audio presentations, and text-based resources. I will be able to report further in the next Newsletter.

As you will see in the Conference Chair's report, preparations for the ANZAM 2015 Conference in Queenstown, hosted by the University of Otago, are going well. The Call for Papers was issued on 1 March and Conference registration is now open. I did offer to bungee jump for the appropriate amount of sponsorship, but the Conference Committee has not taken me up on the offer (probably just as well)! There will be a one-day Doctoral Workshop held immediately prior to the Conference. Planning for the ANZAM 2016 Conference is underway, hosted by QUT in Brisbane. We look forward to hearing more details in due course.

I am also pleased to announce that the ANZAM 2017 Conference will be held in Melbourne, hosted by RMIT University. Thanks to Professor Pauline Stanton and her team for agreeing to take on the Conference.

I continue to feel privileged to be in the President's role this year, and firmly believe that ANZAM has a central role to play in the life of the Management discipline in Australia and New Zealand, and beyond. If there are any issues you would like to raise with me, please feel free to send me an email (Martin.Grimmer@utas.edu.au). I hope, as we all move into the exam period, that you have had a successful Semester 1, and I look forward to seeing as many of you as possible at ANZAM events this year and, of course, the Conference in December.

Associate Professor Martin Grimmer
ANZAM President 2015

2015 CONFERENCE – QUEENSTOWN



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 2-4 December 2015. The theme of our conference is '**Managing for Peak Performance**'.

Some benefits of attendance at ANZAM 2015:

- The most exciting, comprehensive, inclusive gathering of scholars and academic discourse across the full range of Management disciplines, presenting in panels, papers, and workshops, and the opportunity to mix with colleagues from Australia, New Zealand, Asia, and the World;
- A superb line-up of international keynote speakers leading plenaries and workshops, including David J Teece, Professor in Global Business at the University of California Berkeley, Eleanor Westney, Professor Emerita in Strategy and International Management at the Massachusetts Institute of Technology, and Patrick Wright, Director of the Center for Executive Succession at the University of South Carolina, and Editor-in-Chief of the *Journal of Management*;
- The unsurpassed beauty of the Otago Queenstown Lakes District on the stunningly beautiful South Island of New Zealand;
- All the attractions of Queenstown, from the adrenalin rush of the myriad of adventure activities, to the many excellent restaurants, nightclubs, and taverns in the town;
- A welcoming and collegial ANZAM social program, culminating in the Conference Dinner in the hills above the town with breath-taking views of lights, lakes, and mountains.

Who should attend?

Scholars from all Management and related disciplines will benefit from and enjoy the Conference. So too will practitioners and consultants in the Management arts, and business executives and public administrators interested in the science of Management. Postgraduate students will want to attend the one day Doctoral Workshop immediately before the Conference proper, and ideally stay on for the full program.

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 & Professor Elizabeth Rose
ANZAM 2015 Conference Co-Chairs

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MID-YEAR DOCTORAL/ECA WORKSHOP

You are warmly invited to the 2015 ANZAM Mid-Year Doctoral/ECA Workshop hosted this year by the UTS Business School on **Tuesday 23 June 2015**.

The day is divided into two parts, with the morning aimed at Doctoral students and the afternoon aimed at Early Career Academics, although Doctoral students may find it useful to attend those sessions as well.

This event is FREE of charge, however we do require you to register for catering purposes, no later than **5pm Thursday 18 June**.

For more information, including the Program, and to RSVP, visit the [event website](#).



ANZAM YEAR-END DOCTORAL WORKSHOP

We are pleased to confirm that the ANZAM 2015 Year-End Doctoral Workshop will be on **Tuesday 1 December 2015** at the Millennium Hotel in Queenstown, New Zealand. The Workshop will be a one-day event co-hosted by the University of Otago and the University of Canterbury. So mark your diaries now and start securing travel funds.

During the workshop you will be able to:

- Learn from the Conference keynotes – David Teece, Patrick Wright, and Eleanor Westney
- Present your research in a supportive environment with feedback from senior academics

- Discover new, and master well-established, research methods to conduct meaningful studies
- Network with other doctoral students and prominent academic scholars in your field
- Get guidance on navigating the early career trajectory of management researchers

The Year-End Workshop occurs immediately prior to the ANZAM Conference, which is hosted this year by the University of Otago from 2-4 December 2015, also in Queenstown.

The Workshop costs A\$95.00 which covers the costs of the venue, full catering on the day, and the social dinner function on Monday 30 November. However, attendance is free if you are registered as a three-day delegate for the ANZAM Conference.

Further information is available at the [event website](#).

We encourage you to attend both events and look forward to seeing you in Queenstown, New Zealand.

Andrei Lux and Jeremy Novak
ANZAM Doctoral Student Representatives

EARLY CAREER ACADEMIC MATTERS

I would like to thank Dr Tim Butcher (RMIT) for putting together a fantastic Early Career Academics (ECA) Workshop at the State of Library of Victoria on Thursday 26 March 2015.

The day began with a welcome address from Professor Pauline Stanton, Head of School of Management, RMIT. Four sessions were held:

- *ECA challenges and opportunities* (led by Associate Professor Martin Grimmer, Professor Kate Kearins & Dr Raymond Trau)
- *Establishing a research strategy* (led by Professor Martin Wood, Associate Professor Terry Sloan & Dr Michael Muchiri)
- *Developing a teaching strategy* (led by Associate Professor Melanie Bryant, Dr Conor Kane & Dr Jason Downs)
- *Making the most of your dissertation* (led by Dr Remi Ayoko, Associate Professor Raechel Johns & Dr Tim Butcher).

Two features of this Workshop set it apart. Firstly, a hallmark of these Workshops is their interactive nature. Most sessions were interactive with a lot of contributions from the early career participants. The aim is that participants should not feel like they are being talked to but can lay their challenges on the table with session leaders helping to facilitate solutions by sharing their experience/journeys. In so doing, it is hoped that participants take away something relevant to their situations. Secondly, the *Making the most of your dissertation* session was new, with the objective of helping participants where possible to connect and leverage their dissertation as part of their strategy for advancing their careers.

Altogether, I think the ECA Workshop was a success and I look forward to even higher attendance at future events. I acknowledge the role of Associate Professor Bevan Catley as we worked with Tim to increase the interactivity of the Workshop. Thanks also to all who worked tirelessly to make this event a success.

Dr Remi Ayoko
Membership Committee, ANZAM Board

JOURNAL OF MANAGEMENT & ORGANIZATION



This is the first ANZAM Newsletter report on *JMO* activity and performance under my editorship. As an ANZAM member, you now enjoy free access to *JMO* content and I hope you will find this beneficial to your research. Indeed, the quality of *JMO* content is extremely high, and with our new publisher doing all the right things to improve *JMO*'s content discoverability, I expect to see a marked improvement in journal impact factor and ranking over the next few years. In this brief report I want to draw attention to developments within *JMO* since I took over the Editor-in-Chief role in December 2014.

The viability of the journal is largely dependent on circulation, and it is therefore pleasing to report that Cambridge University Press (CUP) are continuing to grow *JMO*'s circulation, largely through consortia agreements. The journal now has an overall paying circulation of over 2,300 (as of December 2014), a massive improvement on figures from the previous publisher.

The marketing focus so far has been on communicating the transition to CUP and generally increasing the profile of the journal. The various marketing initiatives (including email alerts, conference presence, blogs) have steadily increased the numbers of people accessing content. In addition, Cambridge and *JMO* will have a presence at a number of major conferences in 2015, including AoM, BAM, and ANZAM. While these efforts are yet to translate into citations that will help boost the journal's impact factor and ranking, they are part of a medium-term strategy to do just that.

The ease with which scholars can access *JMO* content is also crucial in attracting citations and raising journal impact. To improve discoverability, *JMO*'s listing has been extended to include Scopus (Scimago) and other important lists previously not covered by the journal. This improves the likelihood of *JMO* content being accessed and potentially cited by researchers.

The journal has to handle up to 400 submissions annually, about 50-60% of which will go through the full review process. In order to help manage throughput of this level of submissions, two new Editorial members have been added to the *JMO* team. Associate Professor Kate Shacklock, Griffith University, has been appointed to handle HRM and international submissions, with Dr Sara Walton handling sustainability, CSR, business ethics, and related submissions. Alongside the team of eight Associate Editors, previous Editor-in-Chief Professor Peter Galvin has been appointed Consulting Editor for 2015 and 2016. Professor Charmine Härtel will continue to handle special issues and invited papers.

Finally, Ann Williamson has begun working as *JMO* Administrator and assists the Editor-in-Chief with a range of tasks. Ann is supported through a grant provided by the ANZAM Board and is a wonderful asset for myself and the Editorial team. Ann's first tasks have been to assist me with updating international Editorial Board membership information, updating the expertise information for all listed reviewers for *JMO*, and providing assistance to Editorial

team members and with aspects of Manuscript Central functioning. Ann also responds to routine enquiries from authors, so if you are corresponding with us on any issue you are likely to deal with Ann in the first instance.

2015 is looking like it's going to be a strong year for *JMO*, with well over 100 submissions already received, the majority of which come from outside the Australasia region, and with many papers connecting with *JMO*'s theme of the importance of *context* in management theory and practice. Key themes in submissions continue to be around strategy, leadership, entrepreneurship, sustainability, and a range of organisational behaviour topics. A special themed issue on strategy is planned for later this year and a call for special issue proposals on other topics will be out soon. Do please continue to support *JMO* through your submissions and willingness to review. ANZAM members have always been very strong contributors of *JMO* content. Many thanks for all members who have contributed papers and service to the journal over recent times and we look forward to continuing our relationship in the future.

Professor Tim Bentley
Editor-in-Chief
Journal of Management & Organization

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 Academy Office](#). It will also be included in one of the regular ANZAM Update emails, and disseminated through LinkedIn, Twitter, and Facebook.

*We do our best to ensure that information contained in the Newsletter is accurate at the time of publication. However, ANZAM cannot be held responsible for accuracy and veracity of information contained in this newsletter, especially those articles supplied to us