



# ANZAM

AUSTRALIAN & NEW ZEALAND  
ACADEMY OF MANAGEMENT

## ANZAM Newsletter Volume 32 Number 2, August 2017

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## FROM THE PRESIDENT'S DESK



Dear ANZAM Member colleagues,

Happy end-of-winter to you all. Your ANZAM Board has met twice since our Conference in Brisbane last December. We met once at RMIT in Melbourne (thanks to Pauline Stanton for hosting us) and once at QUT in Brisbane (thanks to Rowena Barrett). Our third Board meeting is in Auckland at the end of August – thanks to Kate Kearins for hosting us. We rely on the hospitality of the many Heads of Schools and Deans around our two countries – as well as their assistants! – who host the Board meetings and it is greatly appreciated. It is good to visit the many different Schools, meet local staff and ANZAM members, and see the local facilities. We will be in Auckland for our August/September meeting as the Conference will be in Auckland in December 2018. Massey University is hosting the Conference, and Auckland University of Technology will host the Doctoral Workshop. I'm looking forward to it already.

We have the Melbourne Conference at RMIT to look forward to first, though. Preparations are well underway. Cameron Duff is doing a brilliant job as Conference Chair, ably supported by his committee, and Pauline Stanton as Head of School. There has been strong interest in the Conference again for this year, with well over 400 submissions to the Conference entered. Papers are currently being reviewed – thank you to the many of you who have helped with the reviewing process.

A successful Early Career Academic Workshop was held in Brisbane in June at the same time the Board met at QUT. Six current Board members who are senior academics from a variety of universities, met with about a dozen ECAs to provide individual advice on their CVs, and provide general advice to the group in relation to gaining academic work and starting an academic career. Another Early Career Academic Workshop is being held at Auckland University of Technology when the Board meets there at the end of August. It will focus on juggling the many demands of the academic career as well as the institutional demands to successfully navigate academic career progression.

The Institutional Members' meeting was hosted by the University of Queensland (in June) in their very nice UQ Business School Downtown location. Lisa Daniel led the organisation of a very interesting session about *Making the Magic Happen: Finding the Art of Operationalising Academic-Industry Interactions* kindly facilitated by Lisa Philip-Harbutt. This was followed by a Heads of Schools of Management meeting where Dr Geoff Abbott led the process around how to develop a coaching culture in academic departments.

The two Lisas also collaborated on a Workshop at the University of South Australia in August, *Creative engagement for constructive change in the workplace*, which challenged participants to shift their interpretation of change from rational to creative and imaginative.

These are just a few examples of the many ANZAM-related activities that occur around the country each year. We try to move our Board meetings around Universities, so if we have not visited you in a while and you are keen to host us (all we need is a room, all other costs are covered) please let me know. Board meeting locations for next year will be decided in the coming months.

The ANZAM membership survey has received a great response. Well over 500 people have given their thoughts about their current career as an academic. But the good news is there is still time to add your voice! So if you have not yet completed the survey, please follow [this link](#). Feel free to also pass on this link to any other Business School academics.

As many of you may know, our Academy Manager of almost 9 years, Anne Anderson, has chosen to cease her role in early March 2018. This is sad news for all of us as she has been – and will continue to be for the next 6 months! – a wonderful Academy Manager. She has kindly agreed to continue in a part-time capacity with us in 2018, but it does mean we need to recruit a new Academy Manager to start next year. The job advertisement will be posted in the coming weeks and we hope to have made an appointment prior to our 31<sup>st</sup> Conference in Melbourne this year. Information about the position and applications will be posted on the website once it is available.

In conclusion, I would like to express my personal appreciation to Anne, and all of the Board members, for their tireless work in ensuring ANZAM remains a vibrant and engaged network of members. We currently have over 600 individual members and over 45 institutional members (almost all Universities in Australia and New Zealand).

I look forward to welcoming you all to the Melbourne Conference in December. Until then, I hope the rest of the year runs smoothly for you.

**Professor Lisa Bradley**  
**ANZAM President 2017**

## **2017 CONFERENCE – MELBOURNE, AUSTRALIA**

### ***“Creative Disruption: Managing in a Digital Age”***

**RMIT University, School of Management: 6-8 December 2017**

Preparations are well advanced for ANZAM 2017, with the call for papers and workshop proposals closing in mid-July. The Local Organising Committee was very pleased to receive 422 full paper submissions and 25 workshop proposals across the breadth of Conference streams. These submissions are currently being reviewed for possible inclusion in the Conference program. Review reports are due early September with author notifications to follow shortly after. The LOC will then begin to assemble the 2017 program.

<b>ANZAM 2017 Track Submission FINAL</b>		<b>CP*</b>	<b>IP*</b>	<b>Total</b>
1	Conference Theme: Creative Disruption: Managing in a Digital Age	19	4	23
2	Critical Management and Organisation Studies	8	4	12
3	Entrepreneurship, Start-Ups and Small Business	23	8	31
4	Gender, Diversity and indigeneity	24	12	36
5	Health Management and Organisation	16	4	20

6	Human Resource Management	41	16	57
7	International Management	8	3	11
8	Leadership and Governance	22	8	30
9	Management Education and Development	18	8	26
10	Marketing, Communication and Retail	15	4	19
11	Organisational Behaviour	41	9	50
12	Project Organising	9	3	12
13	Public Sector Management and Not-for-Profit	17	3	20
14	Strategic Management	16	2	18
15	Sustainability and Social Issues in Management	16	10	26
16	Technology, Innovation and Supply Chain Management	26	5	31
	<b>Total</b>	<b>319</b>	<b>103</b>	<b>422</b>

*\*CP = Competitive Paper; IP = Interactive Paper*

## **Keynote Speakers**

### *Professor Gerard George*

Professor George is Dean and Chair Professor of Innovation and Entrepreneurship at the Lee Kong Chian School of Business at Singapore Management University. He was formerly Editor-in-Chief for the Academy of Management Journal (2013-2016). His research focuses on resources, capabilities, entrepreneurship, inclusive innovation, and knowledge production and innovation.

### *Professor Sharon Parker*

Sharon Parker is Professor of Organisational Behaviour at UWA Business School; ARC Laureate Fellow; and Director of the Centre for Transformative Work Design. She is the current Associate Editor, Academy of Management Annals and past Associate Editor, Journal of Applied Psychology. Her research focuses on work design, proactive behaviour, job performance and mental health.

### *Mr Stan Grant*

Stan Grant is the Indigenous Affairs Editor for the Australian Broadcasting Corporation and special advisor to the Prime Minister on Indigenous constitutional recognition. Stan has hosted major news and current affairs programs on Australian commercial and public television. He has been a political correspondent for the ABC, a Europe correspondent for the Seven Network based in London and a senior international correspondent for the international broadcaster CNN based in Hong Kong and Beijing.

Stan has won many major awards including an Australian TV Logie, a Columbia University Du-Pont Award (the broadcast equivalent of the Pulitzer Prize), and the prestigious US Peabody Award. He is a four-time winner of the highly prized Asia TV Awards including reporter of the year.

## Conference Planning

The Conference begins on Tuesday evening, December 5, with a **Welcome Reception** at the State Library of Victoria, in the heart of the city on Swanston Street, a short walk from the Conference venue at RMIT University.

In keeping with last year's arrangements, the **Conference Dinner** will not be included in the registration cost. The Dinner will be held on Wednesday evening, 6 December, in the RACV City Club (501 Bourke Street, City), with beautiful views over the city and Port Philip Bay. **Seating is limited.** This year's **Networking Drinks** will be held from 6.00pm on Thursday evening, 7 December, for all to attend and enjoy, and covered in the cost of registration.

The **Doctoral Workshop** will be hosted by the University of Melbourne Business School on Tuesday 5 December. This campus is a pleasant 15 minute walk from RMIT, and regular tram services operate directly between both campuses.

We look forward to welcoming you to Melbourne and RMIT in December.

**Dr Cameron Duff**

**On behalf of the 2017 ANZAM Conference Organising Committee**



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## DOCTORAL MATTERS

### **ANZAM Year-End Doctoral Workshop – 5 December 2017 – Melbourne, Australia**

We are pleased to announce that the ANZAM 2017 Year-End Doctoral Workshop will be hosted by the University of Melbourne. The Workshop will be a one-day event held on Tuesday 5 December at the Faculty of Business and Economics. Further announcements and updates will be published on the ANZAM website throughout the year, and emailed to ANZAM members. During the Workshop you will be able to:

- Present your research ideas and challenges to senior academics and colleagues in a supportive environment
- Build on your knowledge of well-established research methods, or discover something new, through several informative workshops
- Learn from Conference Keynote speakers
- Network with other Doctoral students and prominent scholars in your field
- Receive guidance on navigating the early career trajectory of Management researchers.

Registration is now open, and closes no later than Sunday 1 October 2017. For more information, visit the [event webpage](#).

**Edward Hyatt & Hieu Nguyen**

**Doctoral Student Representatives, ANZAM Board of Directors**

## ***JOURNAL OF MANAGEMENT & ORGANIZATION (JMO)***

### **Key Points**

- Our impact factor has gone up from 0.405 in 2015 to 0.539 in 2016
- We have dealt with 357 submissions to date this year with an average of 34 new submissions per month. At this rate, we look set to exceed the total of 406 submissions for 2016.
- There are also 98 R&R manuscripts in the system (so total number of manuscripts dealt with to date this year is 454)
- Our 'Accept ratio' is around 10% over the prior 12 months (31:309) and we currently have 133 manuscripts in the system
- Issues 1-4 are done, and 5 is in production for a September release (editorials to frame the papers as well as a blog post on Cambridge Core are shown in Table 1 below).
- Two Case Studies have now been published – both drawn from the ANZAM Case Study winners of [2015](#) and [2016](#).

The first one actually comes up as the most accessed article for JMO at the moment! Both the blog for September and these 2 Case Studies will be written up for the ANZAM website.

**Table 1: Issues for 2017**

<b>Issue Web Link</b>	<b>Editorial Web Link</b>	<b>Blog Web Link</b>
<a href="#">1/2017</a>	<a href="#">The logic behind the papers in this issue: An editor's view</a>	<a href="#">Thoughts on the future of self-employed work</a>
<a href="#">2/2017</a>	<a href="#">From entrepreneurship to SMEs: Exploring the challenges and opportunities</a>	<a href="#">If small is beautiful in business...why does it have to be so hard to research?</a>
<a href="#">3/2017</a>	<a href="#">Exploring the role of psychology in management research and finding both depth and breadth</a>	
<a href="#">4/2017</a>	<a href="#">Associate editor reflections on the Progress in and Future of strategic management research in Journal of Management &amp; Organization</a>	

### **JMO Conference Representation**

- I curated a special collection of JMO papers for CUP to distribute at AOM (they were in demand and apparently well received).
- I presented in a 'Meet the Editors' session at EURAM and fielded the usual questions about our rating, etc. The message that we want to push the boundaries and publish 'research that matters', as well as 'research that is interesting', seemed to strike a chord with many. My discussions with other EICs revealed that the resources that support many of the A and A\* journals was a very clear differentiator between what we do and can do – and suggest that we may need to be more creative than those with large budgets/staff in achieving a move up the journal rankings.

### **Status of JMO Submissions**

We farewelled Stephen Teo as an Associate Editor as he has resigned due to the pressure of work commitments. A replacement for his role in the HR space is currently being trialled.

**Table 2: JMO Papers under Review (as of 13<sup>th</sup> August 2017)**

Associate Editor	Current Assignments	Assignments over last 12 months
Remi Ayoko	13	29
Tim Bentley	2	36
Bevan Catley	7	35
Shouming Chen*	8	10
Yuka Fujimoto	8	31
Jarrood Haar	8	24
Antoine Hermens*	8	9
Tui McKeown	15	97
Jason Mika**	15	15
Conor O'Kane*	1	4
Tim O'Shannassy	10	35
Jawad Syed**	7	8
David Tappin	3	35
Stephen Teo***	7	40
Sara Walton	4	37
<b>Total</b>	<b>105</b>	<b>445</b>

\*New AEs for 2017    \*\* Special Issue AE    \*\*\*Ex-AE

The status of rejection rates (shown in Table 3) reveals another side to the hard work being put in by AEs, with our rejection rate now in the high 80s. (Note that the value of the initial vetting by Ann Williamson has been increased with assistance from CUP in the form of a decision-making checklist).

**Table 3: Accept-Reject Ratio of Finalised Manuscripts**

Editor Name	Editor Role Name	Accepted	Accepted %	Rejected	Rejected %	Decided
Arndt, Felix	Action Editor	1	100.0%	0	0.0%	1
Ayoko, Remi	Action Editor	0	0.0%	2	100.0%	2
Bentley, Tim	Action Editor	4	57.1%	3	42.9%	7
Catley, Bevan	Action Editor	3	50.0%	3	50.0%	6
Chen, Shouming	Action Editor	0	0.0%	1	100.0%	1
Fujimoto, Yuka	Action Editor	2	40.0%	3	60.0%	5
Galvin, Peter	Action Editor	1	100.0%	0	0.0%	1
Haar, Jarrod	Action Editor	0	0.0%	4	100.0%	4
McKeown, Tui	Action Editor	7	21.2%	26	78.8%	33
McKeown, Tui	Editor in Chief	1	0.5%	212	99.5%	213
O'Kane, Conor	Action Editor	0	0.0%	3	100.0%	3
O'Shannassy, Timothy	Action Editor	1	11.1%	8	88.9%	9
Tappin, David	Action Editor	4	50.0%	4	50.0%	8
Teo, Stephen	Action Editor	6	60.0%	4	40.0%	10
Walton, Sara	Action Editor	1	12.5%	7	87.5%	8
<b>Summary</b>		<b>31</b>	<b>10.0%</b>	<b>280</b>	<b>90.0%</b>	<b>311</b>

**Table 4: General JMO Statistics**

	<b>MTD</b>	<b>Prior 12 Months</b>
Average Reviewer turnaround time (days) - <b>Original</b>	5.0	25.7
Average Reviewer turnaround time (days) - <b>Revision</b>	3.0	20.8
Average Time to Assign Reviewer (days) - <b>Original</b>	N/A	21.9
Average Time to Assign Reviewer (days) - <b>Revision</b>	2.0	12.7
Average days from submission to final decision	N/A	41.8

*Information based on manuscripts with a decision date between 1 Jan 2017 and 13 Aug 2017.*

Table 4 shows that the average time in review and AE turnaround time continues to improve although bottlenecks and delays, especially in finding reviewers, continues to be a problem. The use of PUBLONS as an incentive for reviewers is being investigated.

**Dr Tui McKeown**  
Editor-in-Chief

**Ann Williamson**  
Editorial Assistant

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## **ANNOUNCEMENTS**

We congratulate the School of Business & Tourism at Southern Cross University for reaching Stage 1 of the AACSB accreditation process. They are actively working toward the next stage. This is a good indicator of the strength of our regional Universities.

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## **TEACHING RESOURCES**

The ANZAM website has a number of teaching resources available, including winning case studies from our annual Case Writing Competition, and output from winners of our PELT (Promoting Excellence in Learning and Teaching) Grants.

As a resource for members only, you will be prompted to login when you visit the [Teaching Resources](#) web page.

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## **THE CLASSIFIEDS**

Events, Calls for Papers, Positions Vacant, Scholarships, Awards – and much more – are posted on the [ANZAM website](#).

Free posting on the website is offered to all ANZAM Institutional Members - if you have 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.

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