



ANZAM

AUSTRALIAN & NEW ZEALAND
ACADEMY OF MANAGEMENT

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FROM THE PRESIDENT'S DESK



Dear Fellow ANZAM Members

It is hard to believe that it has been almost six months since our Conference in Auckland and that preparations are full steam ahead for Cairns in December. Our Conference organising team under the leadership of Steffi Macht has been doing a fantastic job, and it looks as though the challenges of heat and humidity for some of us Southerners will be overcome by a great line-up of speakers and workshops. Planning for the Doctoral Colloquium is also coming along nicely with George Bopi-Kerepa taking the lead, and I am looking forward to welcoming our new PhD students and seeing some of our regulars again.

Since the Auckland Conference, the Board has continued to discuss the direction of ANZAM as part of our broader strategic sessions. As discussed at the AGM in December, there are several directions that we can take including an internationalisation strategy by strengthening our partnerships with existing Academies; seeking to expand with other Academies in the Asia-Pacific region; or focusing on strengthening our relationships with other professional bodies within Australia (or a combination of all). The Board is of the view that, in the long-term, we need to focus on a variety of directions to maintain our existing membership and grow in a sustainable and strategic manner. However, there are several 'in-house' issues that we feel we should address in the short-term to ensure that ANZAM remains a relevant professional body within Australia and New Zealand.

First, the Board discussed the question: 'what do we mean by growth?' As an Academy it is important for us to consider how big we would like to be as a professional body, who we are targeting to join us, and how this will impact on other aspects of ANZAM such as the quality of our Conferences and the services we offer our members. Feedback that we often receive from new members and PhD students is that ANZAM is a friendly group of people and that the Conferences are not so big that they are intimidating, which is something that we need to consider in developing a growth strategy. The Board also concluded that, as regional representatives, we are not adequately engaging with our regions as well as we should be or are doing so in an ad hoc as opposed to planned way. As such, we are looking at how to better engage with our members such as through regular university visits by our regional reps, offering workshops or Masterclasses within our regions, as well as offering online workshops for those in more remote locations. We will continue to keep members in the loop as these discussions and strategies progress and welcome any feedback and ideas, particularly in relation to how we can better serve our members.

We also welcome your views on the structure of our Conferences moving forward. Members involved in interactive sessions and workshops have provided very positive feedback about the quality of interaction within these sessions as opposed to traditional paper sessions. We are hoping to trial a structure in which we have more interactive and workshop sessions that encourage dialogue between participants in place of fewer traditional paper sessions at our Conference hosted by Edith Cowan University in Perth in 2020.

Finally, don't forget our [Call for Papers](#) for Cairns is open. We look forward to seeing you there in December.

Professor Melanie Bryant
ANZAM President 2019-20

JOURNAL OF MANAGEMENT & ORGANIZATION (JMO)

Please see [pages 5-9](#).

2019 CONFERENCE – CAIRNS, AUSTRALIA



Where and When?

Pullman Cairns International Hotel, 3-6 December 2019.

Conference Website

www.anzamconference.org

Call for Papers

Available on the Conference Website or [here](#). Please note: Papers submitted to the Conference Theme Stream, which have a clear focus on the United Nation's Sustainable Development Goals (SDGs), will be considered for submission to a **Special Issue of JMO (Journal of Management & Organization)**!

Submission

The deadline for papers and workshops is Monday 24 June 2019.

Reviewing

If you, or someone you know, are interested in reviewing Conference papers in any of the 14 Conference Streams, please contact the ANZAM 2019 Conference Organising Committee at anzam2019@cqu.edu.au.

Welcome Reception

The official start of the Conference is the Welcome Reception on the evening of Tuesday 3 December on the Pullman Cairns International Hotel's tropical Daintree's Pooldeck.

Conference Dinner

A highlight of the Conference calendar, the Conference Dinner, takes place on Thursday 5 December in the Pullman Cairns International Grand Ballroom. Please note that the Conference Dinner is not included in the Conference registration fee.

Farewell Function

The Conference concludes on Friday 6 December with Farewell Drinks at the Pullman Cairns International Hotel.

Doctoral Workshop

Hosted by James Cook University on Tuesday 3 December. See Doctoral report for more information.

 For updates and announcements on the ANZAM 2019 Conference, follow us on Twitter @anzam_news and use the official hashtag #ANZAM2019 to share your own ANZAM 2019 stories!

Dr. Stephanie Macht, Conference Chair
On behalf of the ANZAM 2019 Conference Organising Committee

DOCTORAL MATTERS

ANZAM Year-End Doctoral Workshop – 3 December 2018 – Cairns, North Queensland

We are pleased to announce that the ANZAM 2019 Year-End Doctoral Workshop will be hosted by James Cook University. The Workshop will be a one-day event held on Tuesday 3 December at the Cairns Institute located amidst the tropical landscape in Smithfield, Cairns, North Queensland, Australia.

Further announcements will be published on the ANZAM website throughout the year and emailed to ANZAM members. If you are not an ANZAM Member, please contact George Bopi-Kerepa (george.bopikerepa@my.jcu.edu.au) to be added to the mailing list.

During the workshop you will be able to:

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

George Bopi-Kerepa & Paulette Brazzale
Doctoral Student Representatives, ANZAM Board of Directors

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.

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.

ANZAM ACADEMY OFFICE – LEAVE ARRANGEMENTS

I will be on Recreation Leave from Wednesday 8 May, returning on Thursday 6 June 2019. Whilst the Academy Office will be closed during this time, I will be checking emails on a regular basis and attending to any urgent matters.

Anne Anderson
Academy Manager



JMO Report for ANZAM AGM – December 2018

The start to 2019 has yet again been a busy one for JMO. We currently have 167 submissions in the system with 124 being new submissions to JMO since 1 January 2019 (compared to 94 last year) and 27 revisions (see Table 1). We have had a steady increase in the number of submissions – as Table 1 shows, we had 38 in March and this compares to a past 12 month average of 20.2.

Table 1: Overall Performance Statistics for JMO 01/01/2019 – 13/03/2019

Submission Statistics	New	MTD	Prior 12 Months	Monthly Avg. Prior 12 Months
Research Article	124	22	524	43.7
Book Review	0	0	3	0.2
Case Studies	8	5	23	1.9
TOTAL	132	27	550	

Information based on all manuscripts whose submission date is on or after 1 January 2019

Despite the increase, Table 2 shows we have achieved an increase in turnaround on all indicators, from submission through to final decision. The delays are clearly in the time taken when papers go out for review and this continues to be a problem that is beyond the JMO team's control.

Table 2: Overall Performance Statistics

Journal Statistics	Prior 12 Months	2017/2018 period
Avg. days from submission to first decision	52.1	49.6
Avg. Reviewer turnaround time (days) - Original	23.4	25.1
Avg. Reviewer turnaround time (days) - Revision	18.9	22.4
Avg. Time to Assign Reviewer (days) - Original	21.9	30.3
Avg. Time to Assign Reviewer (days) - Revision	15.1	17.4
Avg. days from submission to final decision	52.4	45.5

- *Note that this higher rate includes papers for a special issue as well as a number of specially commissioned papers so these do inflate the acceptance rate considerably*

Moving to look just at manuscripts with decisions made since 1 January 2019, Table 3 shows that the initial desk reject rate remains at around 88%

Table 3: Basic Accept/Reject Decisions since 01/01/2019

Manuscript Decision	Number of Manuscripts	Percentage of Total
Accept	9	11.5 %
Reject	69	88.5 %
Total	78	100%

Figure 1 provides a bit more detail and reveals the papers being taken out of the system by the Editorial Assistant (Ann Williamson) as clearly inappropriate (often for reasons of scope and/or complete lack of adherence to formatting requirements), as well as the high number of immediate desk rejects by the Editor (but note too that I try and do this sensitively and have emails thanking us for the explanation – so this is hopefully enhancing the JMO reputation as a place to submit!).

Figure 1: Decisions Since 01/01/2019

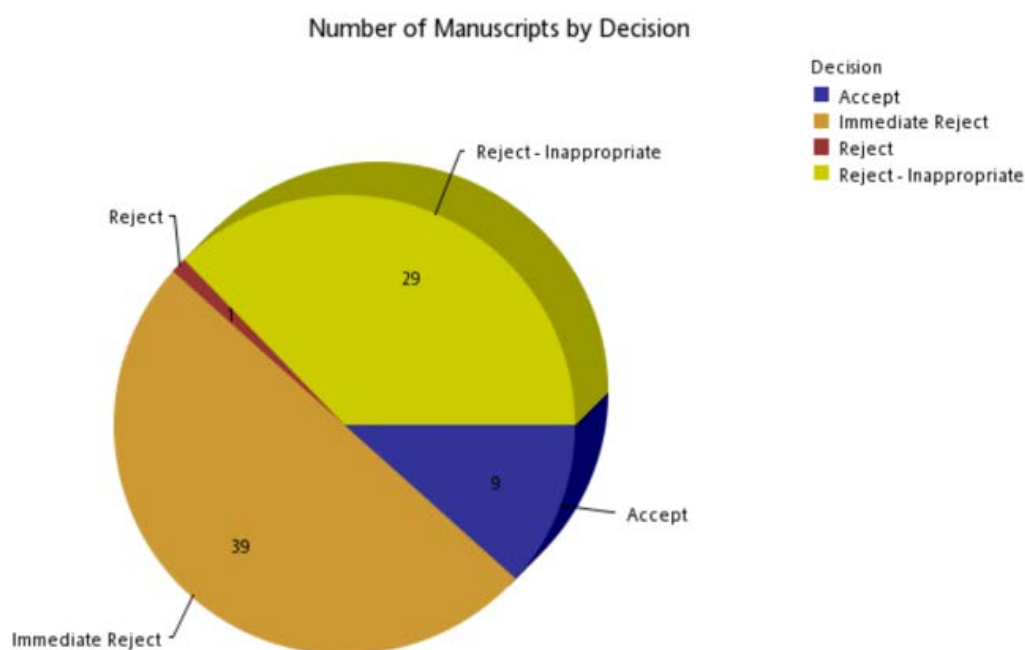


Table 4 now adds the Associate Editor perspective and it is also here that the impact of the Special Issues (SI) on our accept/reject rate becomes clearer. The SI editor in this case is Brad Jackson so the six acceptances here (for the forthcoming Special Issue dedicated to Ken Parry) are really outside of the normal system. Note too that the evil 'No Editor' is me (so again, please see comment previously as to the care taken with writing these reject letters!).

Table 4: Decision by Associate Editors

Information based on manuscripts with a decision date On or after 1 Jan 2019.

Editor Name	Editor Role Name	Accepted	Accepted %	Rejected	Rejected %	Decided
Jackson, Brad	Associate Editor	6	100.0%	0	0.0%	6
Ayoko, Oluremi	Associate Editor	0	0.0%	1	100.0%	1
Catley, Bevan	Associate Editor	3	100.0%	0	0.0%	3
Dadich, Ann	Associate Editor	0	0.0%	1	100.0%	1
Hermens, Antoine	Associate Editor	1	33.3%	2	66.7%	3
McKeown, Tui	Associate Editor	4	50.0%	4	50.0%	8
No Editor		0	0.0%	91	100.0%	91
O'Kane, Conor	Associate Editor	0	0.0%	1	100.0%	1
O'Shannassy, Timothy	Associate Editor	0	0.0%	1	100.0%	1
Plimmer, Geoff	Associate Editor	0	0.0%	2	100.0%	2
Tappin, David	Associate Editor	1	33.3%	2	66.7%	3
Walton, Sara	Associate Editor	2	50.0%	2	50.0%	4
Summary		17	13.7%	107	86.3%	124

The last table (Table 5), provides a country-by-country perspective and once again highlights the high levels of submissions from particular areas of the world that are not making it through. This continues to be an issue for us to look at and address from an educational perspective on help with paper writing and submission.

Table 5: Decision by Country

Information based on all manuscripts with a decision date of On or after 1 Jan 2019.

Country/Region	Accept	Reject	Total	Accept Ratio
Australia	3	11	14	21.43%
Bangladesh	0	1	1	0.00%
China	3	12	15	20.00%
Germany	1	0	1	100.00%
India	0	1	1	0.00%
Indonesia	0	2	2	0.00%
Iran (the Islamic Republic of)	0	9	9	0.00%
Iraq	0	3	3	0.00%
Italy	0	1	1	0.00%
Japan	0	1	1	0.00%
Jordan	0	1	1	0.00%
Korea (the Republic of)	0	5	5	0.00%

Lebanon	0	1	1	0.00%
Malaysia	0	2	2	0.00%
New Zealand	1	0	1	100.00%
Nigeria	0	2	2	0.00%
Norway	0	2	2	0.00%
Pakistan	0	14	14	0.00%
Poland	0	3	3	0.00%
Portugal	0	2	2	0.00%
Romania	0	1	1	0.00%
South Africa	0	1	1	0.00%
Spain	1	1	2	50.00%
Taiwan	0	5	5	0.00%
Turkey	1	4	5	20.00%
United Arab Emirates	0	2	2	0.00%
United Kingdom of Great Britain and Northern Ireland	4	7	11	36.36%
United States	3	12	15	20.00%
Viet Nam	0	1	1	0.00%
Total	17	107	124	13.71%

Action Items and Items of Note

There are a few notes of interest:

- Scam emails purportedly from JMO continue to amuse at best and frustrate at worst (as they are pretty easy to spot). Please note that ScholarOne is the only place you can submit to the Journal and emails soliciting advice outside of this (i.e., directly to me) cannot be dealt with (sorry). CUP have advised that we seem to be a target journal and one of the few sending these issues to them. They continue to be an absolute delight to work!
- Thanks to Tim Bentley, our JMO Special Editions Editor, we have a great schedule of special issues to keep an eye out for:
 - A mid-2019 publication: Charmine Härtel and Anna Krzeninska – *Neurodiversity*. I understand all papers are in for this and they were adding the teaching case.
 - Late 2019 publication: Brad Jackson– *Ken Parry*.
- At this stage I (Tui), will be attending EURAM to undertake promotional activities for JMO (so any help from fellow ANZAMers would be much appreciated – even if it is just to say hello).

Tui McKeown, Editor-in-Chief, Journal of Management & Organization

Ann Williamson, Editorial Assistant, Journal of Management & Organization

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