



ANZAM

AUSTRALIAN & NEW ZEALAND
ACADEMY OF MANAGEMENT

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FROM THE PRESIDENT'S DESK



Dear ANZAM Colleagues

We are continuing to work as a Board on our strategy and one immediate change we have made is to review our Committee structures. In reflecting on where we would like to go as an Academy, it became evident that our Committee structure represents where we have been and not one that promotes agile and forward thinking. We are trialling a portfolio-based structure from the September Board meeting in which we have a greater number of portfolios with fewer Board Members, allowing them to focus in detail on key strategic initiatives such as developing workshops and masterclasses for our members, promotions and social media, and better engagement with our regions.

In determining how best to serve our membership, we value your feedback as to what ANZAM could be doing better within our regions. Some of the ideas we have floated with the Board are the reintroduction of regional events, and online workshops ranging from Early Career Academic through to masterclasses. Your ideas in terms of what you would like to see us do are very much appreciated.

ANZAM is continuing to build our relationship with international Academies. We had a very successful first round of ANZAM/BAM research grants and were able to fund two grants this year. Our inaugural winners were: 1) Amanda Jasmine Williamson from the University of Waikato (NZ) and Martina Battisti from the University of Portsmouth (UK), and 2) Behzad Hezarkhani and Afshin Mansouri from Brunel University London (UK), and Sean Asian from La Trobe University (AU). We look forward to seeing the outcomes of these projects and hope that this is the start of some solid research relationships between ANZAM and BAM members.

Our Conference organising team under the leadership of Steffi Macht has started to release details of Workshops that will be held at our Conference in Cairns in December and the program is looking fantastic. Registrations for the Doctoral Workshop hosted by James Cook University are now open (until 4 October) and we encourage our Doctoral students to come along. The Doctoral Workshop is a fun and informal way to seek feedback on your work from academic staff and fellow PhD students, as well as make some great connections. It is always incredibly rewarding for us to see our PhD students develop. I would like to thank George Bopi-Kerepa, Paulette Brazzale, Sara Walton, and the JCU organising team, for their hard work in getting this workshop organised.

We have recently had the details of two research Workshops released during the Conference week. The first of these is entitled: *Take your lead with the Journal of Management and Organization: Making our work intellectually and societally impactful*, which is to be presented by our *Journal of Management and Organization* Editor, Associate Professor Tui McKeown, with Professor Brad Jackson. This Workshop provides an opportunity to debate the future of *JMO*, as well as reflect on the legacy of our first *JMO* Editor, Professor Ken Parry, who sadly passed away in February 2018. Our second research Workshop will focus on *Academic activism: The enduring legacy of Indigenous management scholarship*, to be presented by Dr Diane Ruwhiu, Mr Mark Jones, and Professor Mark Rose. This Workshop will undoubtedly provide a thought-provoking discussion of the tensions that reside between Indigenous experiences of management and Colonial norms that underpin Western management research. It will also provide us with important insight into the contribution that Indigenous knowledge provides to our understanding of management research and practice.

In keeping with our Conference theme of Wicked Problems, we have two Keynote Speakers lined up to directly address this issue. Professor Chris Brewster from Henley Business School in the UK will talk to us about wicked problems and if management research is currently headed in the right direction to help solve these. Professor Helen Sullivan from the ANU will also talk to us about management research in complex times and will focus specifically on the importance of collaborations in the future of management research. We are certainly living in complex times with social and environmental change and I have no doubt that our Keynotes will enlighten us in terms of how, as management researchers, we can be better engaging with some of these complex issues within our own research and practice.

We look forward to seeing you all in Cairns in December and sharing further developments around Board activities and our strategy.

Best regards, Melanie

Professor Melanie Bryant
ANZAM President 2019-20

JOURNAL OF MANAGEMENT & ORGANIZATION (JMO)

Please see [pages 7-11](#).

2019 CONFERENCE – CAIRNS, AUSTRALIA



Where and When?

Pullman Cairns International Hotel, 3-6 December 2019.

Conference Website

www.anzamconference.org

ANZAM 2019 is getting closer! The Call for Papers and Workshops closed on 1 July and Stream Chairs and Reviewers are currently in the final stages of the review process. Authors will receive review decisions by 30 August. The Local Organising Committee was very pleased to receive 390 full paper submissions and 17 Workshop proposals.

ANZAM 2019 Stream Submission	DEL¹	INT²	TOTAL
01. Conference Theme	31	9	40
02. Entrepreneurship, Start-Ups and Small Business	23	7	30
03. Gender, Diversity and indigeneity	28	12	40
04. Health Management and Organisation	8	10	18
05. Human Resource Management	30	12	42
06. International Management	11	4	15
07. Leadership, Governance and Strategy	32	4	36
08. Management Education, Learning and Teaching	15	8	23
09. Marketing, Communication and Retail	13	7	20
10. Organisational Behaviour	33	16	49
11. Processes of Work	6	3	9
12. Public Sector Management and Not-for-Profit	9	1	10
13. Sustainability and Social Issues in Management	20	6	26
14. Technology, Innovation and Supply Chain Management	24	8	32
Total	283	107	390

¹DEL = submitted as a delivered paper

²INT = submitted as an interactive paper

Conference Planning

The [Doctoral Workshop](#) will be hosted by James Cook University. It takes place at the Cairns Institute on Tuesday 3 December (please see separate section in this Newsletter for more details).

The Conference begins with a Welcome Reception at 6:00pm on Tuesday 3 December, on the Pullman Cairns International Hotel's tropical Daintree's Pooldeck.

The Conference Dinner will be held in the majestic "Grand Ballroom" of the Pullman Cairns International Hotel from 7:00pm on Thursday 5 December. The evening includes a three-course dinner and beverages, with after-dinner entertainment provided by *Tony George Entertainment*. As in previous years, the Conference Dinner is not included in the Conference registration fee.

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

Keynote Speakers (Confirmed)

Professor Chris Brewster

Professor Chris Brewster is Professor of International Human Resource Management at Henley Business School, University of Reading, UK. He was successively a steeplejack, a union official, an official in the Ministry of Labour, a personnel manager in the construction and aviation industries, a journalist, and consultant. Chris will address the Conference theme by discussing wicked problems (and proposed wicked solutions) in management research.

Professor Helen Sullivan

Professor Helen Sullivan is a public policy scholar whose work has shaped understanding of the changing nature of state-society relationships and its implications for public governance, policy and practice. As Director of the Australian National University's Crawford School of Public Policy, she heads Asia-Pacific's leading public policy school. Helen will address the Conference theme by discussing collaborative futures in complex times.

Plenary Panel with Local Industry Leaders

In breaking with recent ANZAM Conference tradition, we will not have a third individual keynote, but instead we will have a plenary panel session with leaders from industry and community in the Cairns region. The theme of the panel session is '*Wicked Problems in Management Practice: A Practitioner Panel*.' Five practitioners from a range of industries will debate the wicked problems they face in their own day-to-day management practice; this will be followed by opportunities for discussion with, and Q&A from, the audience. The following leading practitioners have confirmed their participation at the event:

- Ms Charmaine Saunders, co-founder of Mainie, a Cairns-based, Aboriginal-owned, Australian company with a vision to be recognised internationally as a distinctively Australian fashion and gift brand.
- Mr Bob Manning, the Mayor of Cairns, Cairns Regional Council.
- Ms Jodie Duignan-George, Vice President of the Management Committee of Study Cairns and Cairns Chamber of Commerce, as well as Associate Vice-Chancellor of the Cairns and Far North Region for CQUniversity.
- Mr Fred White, Managing Director and CEO of Sea Swift, Australia's largest privately-owned shipping company, which operates in Northern Australia and services remote and regional communities there.
- Mr David Kempton, Chair of Regional Development Australia Far North Queensland & Torres Strait Inc, whose vision is to be the world's leading sustainable tropical region.

We are looking forward to welcoming you to Cairns in December.

Dr Stephanie Macht

On behalf of the 2019 ANZAM Conference Organising Committee and the host institution, CQUniversity Australia's School of Business and Law

 **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!**

DOCTORAL MATTERS

ANZAM Workshop – 3 December 2019 – Cairns, North Queensland REGISTRATION NOW OPEN

We are pleased to announce that the ANZAM 2019 Doctoral Workshop will be hosted by James Cook University (JCU) on Tuesday 3 December. The Workshop, a one-day event, will be held at the Cairns Institute on JCU's Smithfield Campus in Cairns.

We have a fantastic day planned:

- Hear from the ANZAM Conference's Keynote Speakers – Professor Chris Brewster, Professor of International Human Resource Management at Henley Business School,

University of Reading, UK, *and* Professor Helen Sullivan, Director of the Australian National University's Crawford School of Public Policy

- Present and discuss your research ideas and challenges with experienced academics and other delegates working in a similar area, in a collegial and supportive environment
- Build on your knowledge of well-established research methods, or discover something new, through informative workshops
- Network with other Doctoral students and prominent scholars in your field
- Get advice on how to publish from your PhD

Registration is now open and closes no later than **4 October 2019**. For more information, visit the [Event webpage](#).

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

INCLUSION

The incident of 15 March devastated a community and impacted the lives of many families. The Prime Minister of New Zealand stated at the National Memorial *“And so to each of us as we go from here, we have work to do, but do not leave the job of combating hate to the government alone. We each hold power, in our words and in our actions, in our daily acts of kindness.”*

In response to this call of action, a group of six Canterbury women came together including one of our ANZAM members – Hafsa Ahmed – to create an event, Uniting Women of Canterbury. A free event which intended to break barriers and assist women in reaching out, the two-hour event was a great success and featured on local [news](#).

The team hope to continue to break barriers through exciting projects in future. Follow the team through their [Facebook](#) page as they embark on more exciting projects.

<https://www.facebook.com/UnitingCanterburyWomen>

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.



JMO Report for ANZAM AGM – August 2019

Over half way through 2019 and it has yet again been a busy one for *JMO*.

The Special Issue (SI) curated by Brad Jackson is now out (<https://www.cambridge.org/core/journals/journal-of-management-and-organization/latest-issue>). This was our first SI for the year and will be followed shortly by a second one on Neurodiversity, curated by Anna Krzeminska and Charmine Härtel. A huge thank you to all of the teams involved in the enormous effort it takes to see these through to publication (including the quiet background work done by our SI Editor, Tim Bentley, and Editorial Assistant, Ann Williamson).

Being able to showcase high quality ANZAM research and researchers is what makes *JMO* the journal of the Australasian Academy – and it is also what keeps the dedicated group of volunteers behind the scenes motivated and working harder than ever!

We currently have 371 *JMO* new submissions to in the system since 1 January 2019 (see Table 1) and 118 revisions (see Table 2 for the complete picture).

Table 1: Overall Performance Statistics for JMO 01/01/2019 – 20/08/2019/New Manuscripts

Submission Statistics	New	MTD	Prior 12 Months	Monthly Avg. Prior 12 Months
Research Article	360	17	554	46.2
Book Review	0	0	1	0.1
Case Studies	11	0	20	1.7
TOTAL	371	17	575	

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

Our steady increase in the number of submissions continues. As Table 2 shows, we are already quite a way ahead of the 429 total submissions we were handling at the same time last year.

Table 2: Total View of all Submissions to as at 20/08/2018

Manuscript Type	Original	Revised	Total
Case Study	11	0	11
Research Article	360	118	478
Total	371	118	489

Despite the increase, Table 3 shows we continue to achieve increases in turnaround on all indicators, from submission through to revision – it is the final decision phase which defies us. 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 3: Overall Performance Statistics

Journal Statistics	Prior 12 Months	2017/2018 Period
Avg. days from submission to first decision	47.5	49.6
Avg. Reviewer turnaround time (days) - Original	24.6	25.1
Avg. Reviewer turnaround time (days) - Revision	19.5	22.4
Avg. Time to Assign Reviewer (days) - Original	19.2	30.3
Avg. Time to Assign Reviewer (days) - Revision	11.2	17.4
Avg. days from submission to final decision	51.3	45.5

Moving to look just at manuscripts with decisions made since 1 January 2019, Table 4 shows that the initial desk reject rate remains at around 88%; however, note that the true rate is much higher as this period includes two Special Issues which inflated the acceptance rate considerably.

Table 4: Accept/Reject Decisions since 01/01/2019

Manuscript Type	Original	Revised
Accept	48	14.1%
Reject	292	85.8%
Total	340	100%

Figure 1 provides a bit more detail and as per prior reports, 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). Again, my role in the high number of immediate desk rejects by the Editor is done as sensitively as possible, so this is hopefully enhancing the *JMO* reputation as a place to submit to!

Figure 1: Final Decisions Since 01/01/2019

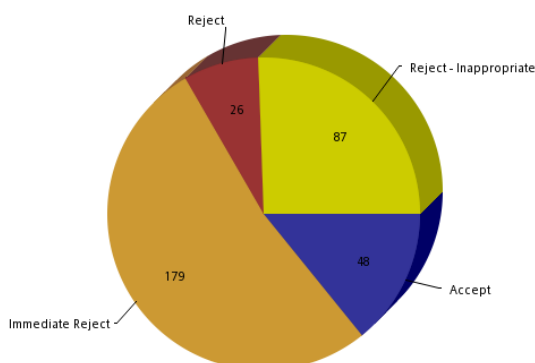


Table 5 adds the Associate Editor perspective and it is also here that the impact of the Special Issues (SI) on the accept/reject rate becomes clearer. Those near 100% acceptance rates are a good indication of these – for example, Brad Jackson has the SI and 11 acceptances here for the forthcoming Special Issue dedicated to Ken Parry, while Ann Dadich, Charmine Hartel, and Benjamin Farr-Wharton (and yes, a few for me too!), 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 289 desk reject letters!).

Table 5: Decision by Associate Editors

Editor Name	Editor Role Name	Accepted	Accepted %	Rejected	Rejected %	Decided
Jackson, Brad	Associate Editor	11	100.0%	0	0.0%	11
ARUN, KORHAN	Associate Editor	0	0.0%	1	100.0%	1
Arndt, Felix	Associate Editor	1	33.3%	2	66.7%	3
Ayoko, Oluremi	Associate Editor	1	25.0%	3	75.0%	4
Catley, Bevan	Associate Editor	4	100.0%	0	0.0%	4
Dadich, Ann	Associate Editor	3	75.0%	1	25.0%	4
Farr-Wharton, Benjamin	Associate Editor	1	50.0%	1	50.0%	2
Fujimoto, Yuka	Associate Editor	3	60.0%	2	40.0%	5
Hartel, Charmine	Associate Editor	1	100.0%	0	0.0%	1
Hermens, Antoine	Associate Editor	2	50.0%	2	50.0%	4
Lux, Andrei	Associate Editor	0	0.0%	5	100.0%	5
McKeown, Tui	Associate Editor	20	74.1%	7	25.9%	27
No Editor		0	0.0%	289	100.0%	289
O’Kane, Conor	Associate Editor	1	20.0%	4	80.0%	5
O’Kane, Paula	Associate Editor	1	50.0%	1	50.0%	2
O’Shannassy, Timothy	Associate Editor	0	0.0%	5	100.0%	5
Plimmer, Geoff	Associate Editor	1	20.0%	4	80.0%	5
Tappin, David	Associate Editor	3	30.0%	7	70.0%	10
Walton, Sara	Associate Editor	4	44.4%	5	55.6%	9
Summary		57	14.4%	339	85.6%	396

The last table (Table 6), 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 into publication with us. 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 January 2019

Country/Region	Accept	Reject	Total	Accept Ratio
Australia	12	26	38	31.58%
Bangladesh	0	2	2	0.00%
Belgium	1	1	2	50.00%
Brazil	0	3	3	0.00%
Canada	3	3	6	50.00%
China	4	66	70	5.71%
Cyprus	1	1	2	50.00%
Czech Republic	0	1	1	0.00%
Ethiopia	0	1	1	0.00%
Germany	3	0	3	100.00%
Ghana	0	1	1	0.00%
Hong Kong	0	1	1	0.00%

India	0	11	11	0.00%
Indonesia	0	17	17	0.00%
Iran (the Islamic Republic of)	0	26	26	0.00%
Iran, Islamic Republic of	0	1	1	0.00%
Iraq	0	5	5	0.00%
Israel	1	3	4	25.00%
Italy	0	2	2	0.00%
Japan	0	1	1	0.00%
Jordan	0	2	2	0.00%
Korea (the Republic of)	0	7	7	0.00%
Lebanon	0	1	1	0.00%
Macao	0	1	1	0.00%
Malaysia	1	4	5	20.00%
Mexico	0	1	1	0.00%
Netherlands	1	0	1	100.00%
New Zealand	3	1	4	75.00%
Nigeria	0	2	2	0.00%
Norway	0	2	2	0.00%
Pakistan	4	34	38	10.53%
Philippines	0	1	1	0.00%
Poland	0	8	8	0.00%
Portugal	0	5	5	0.00%
Romania	0	1	1	0.00%
Saudi Arabia	0	3	3	0.00%
Serbia	1	0	1	100.00%
Slovenia	0	1	1	0.00%
South Africa	1	2	3	33.33%
Spain	1	4	5	20.00%
Sri Lanka	0	2	2	0.00%
Sweden	0	4	4	0.00%
Taiwan	1	18	19	5.26%
Thailand	0	3	3	0.00%
Turkey	1	11	12	8.33%
United Arab Emirates	0	8	8	0.00%
United Kingdom of Great Britain and Northern Ireland	9	12	21	42.86%
United States	9	28	37	24.32%
Viet Nam	0	1	1	0.00%
Total	57	339	396	14.39%

Action Items and Items of Note

There are a few notes of interest:

- Scam emails purportedly from *JMO* are still a major source of both amusement and utter frustration. Once again, we have to 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 continue to help us with this.
- At this stage we will have a full complement of *JMO* AEs attending and stepping forward to field questions and offer help at the 2019 Research Conference Workshop planned for the ANZAM 2019 Conference in Cairns. A huge thanks to Stephanie Macht for organising this for us, and to Brad Jackson for leading the *JMO* SI tribute to Ken Parry that will form a key part of this initiative

Warm regards from

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

Ann Williamson, Editorial Assistant, Journal of Management & Organization

August 2019

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