



# ANZAM

AUSTRALIAN & NEW ZEALAND  
ACADEMY OF MANAGEMENT

## **ANZAM Newsletter** **Volume 34 Number 3, December 2019**

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## FROM THE PRESIDENT'S DESK



Dear Fellow ANZAM Members

Many thanks to those of you who attended our Conference in Cairns a couple of weeks ago. It was great to see so many familiar faces and plenty of new ones. As always, the buzz around the Conference was fantastic and the feedback about holding the Conference in the tropics was very positive. A few members mentioned that the tropical vibe made the Conference feel like being on holidays, which is always a good way to end the academic year.

The Conference commenced with a very well-attended Doctoral Workshop hosted by James Cook University. I would like to acknowledge and thank George Bopi-Kerepa, Paulette Brazzale, Ed Hyatt, and Sara Walton for making this happen. I would also like to thank Murray Prideaux for enabling JCU to host this for us. It is wonderful to see our ANZAM PhD students progress through their studies as well as to welcome our new PhDs.

The 2020 Conference will be held in Perth, hosted by Edith Cowan University. Andrei Lux, Kerry Brown, and their team are already in the process of putting together a great program for us. We are also trialling a Tuesday start for this Conference, ending Thursday evening with the Conference dinner. We understand that it is difficult for many of our members to make it home by Friday evening and we hope that ending on a Thursday will help with this ... not to mention avoiding a 9.00am start on the Friday morning after a Conference dinner! I would also like to welcome Mohammed Khaiata from University of Western Australia who has come on board as our Doctoral Representative for the 2020 Doctoral Workshop. Many thanks also to UWA who have generously agreed to host this for us.

The ANZAM Board have been busy developing the strategic plan this year and will focus on operationalising a series of strategic initiatives in 2020 and beyond. The changed Committee structure means that we now have self-managed teams setting their agendas in terms of strategic initiatives and how to achieve these, and our members will start to see these happening throughout 2020. Initial discussions on what this might look like took place at the Board meeting in December and more concrete plans will be finalised at the first Board meeting for 2020 in March. There should be plenty to update you on in the next President's report.

Finally, I would like to thank our members for their continued support and welcome those new members who joined us this year. We very much value your input particularly as we move through this period of strategic change. If there is something you would like to see us doing differently (or even starting), please let myself, Anne, or your regional representative know.

On behalf of ANZAM, I wish you all a safe and enjoyable festive season and look forward to seeing you in 2020.

**Professor Melanie Bryant**  
**ANZAM President 2019**

Please see [pages 12-18](#).

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**2019 CONFERENCE – CAIRNS, AUSTRALIA**



The 33<sup>rd</sup> Annual Conference of the Australian & New Zealand Academy of Management was held at the Pullman Cairns International Hotel in Cairns, Far North Queensland, from 3-6 December 2019. As Conference Chair, I would like to thank all the delegates, presenters, stream and session chairs, workshop facilitators, keynotes, reviewers, and panellists for your contributions to a great week. Special thanks to my Local Organising Committee, in particular Geoff Chapman and Upamali Amarakoon, for their tireless work in the lead-up to and during the Conference. I would like to also extend my thanks to Anne Anderson, the ANZAM Board, and the staff from Conference Solutions. It was great to see so many smiling faces while hearing engaged and rigorous debates during the Conference, and I hope you all arrived home safely and managed to make fond memories and new friends.

The Conference week started with the ANZAM Doctoral Workshop, which attracted around 55 participants who had the opportunity to engage with experienced academics, including the Conference's academic keynote speakers, on a diverse range of research and career-related topics. Congratulations to Paulette Brazzale from AUT University, Ed Hyatt from University of Melbourne, and colleagues from James Cook University for their excellent work.

ANZAM 2019 attracted 350 delegates from around the world. Over 260 papers and 18 workshops were presented across 14 different Conference streams. A conscious effort was made to move away from purely academic, individual keynote speakers, and more towards industry speakers, with additional emphasis on Learning and Teaching (L&T). Accordingly, the Conference theme "Wicked Solutions to Wicked Problems: The Challenges Facing Management Research and Practice" ensured that delegates were able to connect their research with real-world issues. The Conference began with a thought-provoking keynote address from Professor Chris Brewster (Professor of International Human Resource Management at Henley Business School, University of Reading, UK) who outlined wicked problems in management research. The next day started with a stimulating keynote address from Professor Helen Sullivan (Director, Crawford School of Public Policy, Australian National University), who stressed the importance of collaborations in wicked times, and ended with an expert panel session on the wicked L&T issue of *Indigenising the Curriculum*.

Friday concluded the Conference with a plenary session including five industry leaders from the Cairns region who debated the wicked problems they face in their own day-to-day management practice.

My thanks again to all who contributed to another successful ANZAM Conference. On behalf of the Local Organising Committee and the 2019 ANZAM host institution, CQUniversity, I wish you a fantastic 2020 and look forward to seeing you again in Perth for ANZAM 2020.

**Dr Stephanie Macht**  
**ANZAM 2019 Conference Chair**

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## 2020 CONFERENCE – PERTH, AUSTRALIA



**2020 VISION:  
INNOVATIVE MANAGEMENT  
IN TURBULENT TIMES**

ANZAM 2020 Conference: December 1–3  
Pan Pacific Perth, Western Australia

**MORE INFORMATION:** Visit the ANZAM website [www.anzam.org](http://www.anzam.org)

 Proudly hosted by  
  
School of  
**Business & Law**

The 2020 ANZAM Conference will be hosted by Edith Cowan University in Perth, in sunny Western Australia, at the luxurious Pan Pacific Hotel. Located in the heart of the bustling CBD, you will be spoilt for choice for restaurants, entertainment, and laneway bars.

Our theme is “20/20 Vision: Innovative Management in Turbulent Times”, which captures the state-of-the-science of management research in this decade and speaks to the challenges of moving forward in rapidly-changing business environments; reinventing how we can best navigate volatile and uncertain contexts, while staying mindful of the impact that our actions have on the future – the future of work, sustainability, and well-being.

On behalf of ANZAM and your next host, Edith Cowan University, we invite you to join us in Perth to spark a renaissance of bold new management scholarship that can begin to restructure our relationship to life, to the planet, and to our work.

With 80 kilometres of sun, sea, and sand alongside a transforming city location, enjoy Perth like never before at ANZAM 2020.

[Click here](#) to watch a short video introducing the 2020 ANZAM Conference.

**Dr Andrei Lux**  
**ANZAM 2020 Conference Co-Chair**

*ANZAM Newsletter*, Volume 34 Issue 3, December 2019

## DOCTORAL MATTERS

As one of the two Doctoral Student Representatives on the ANZAM Board of Directors, it was my privilege to assist in the organisation of the Year-End Doctoral Workshop earlier this month – a great success by all accounts.

Please allow me to first extend my deepest gratitude to the academic presenters and roundtable chairs/reviewers who generously volunteered their knowledge, time, and energy to bring the event to fruition. Also, a special thank you to Ed Hyatt for organising the roundtable session, and for taking on the role of MC for the day.

The Doctoral Workshop attracted 56 student registrants from 31 universities. Twenty-five of the students presented their work during the roundtable sessions. We were delighted to see tremendous enthusiasm during these discussions, and many of the participants and chair/reviewers stated that they had received great value from the exercise. The balance of the students participated in a workshop on developing strategies and techniques to share their research. We also held research methods development workshops, which were run in three concurrent sessions so that participants could tailor their experience to their individual needs.

We thank James Cook University for sponsoring and hosting the Doctoral Workshop. I would also like to express my gratitude to Anne Anderson, Melanie Bryant, Sara Walton, Stephanie Macht, Murray Prideaux, George Bopi-Kerepa, and Ed Hyatt for their peerless guidance and support. Events such as this one could not happen without your dedication – thank you.

My thanks again to all the workshop delegates for joining us in Cairns, Australia; I hope that you have many positive memories of the event. Recognising that these young academics represent the future of our profession, ANZAM is committed to helping guide their professional development, ensuring that we as a community of Management scholars continue to support and encourage each other in these changing times.

We look forward to seeing you again next year in Perth, Australia, where the University of Western Australia and Mohammad Khaiata, ANZAM Doctoral Representative, will host the Perth 2020 Doctoral Workshop.

**Paulette Brazzale**  
**Doctoral Student Representative, ANZAM Board of Directors**  
**PhD Candidate, Management – Auckland University of Technology**

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## ANZAM AWARDS – 2019 CONFERENCE

### ANZAM Life Fellows

*Life Fellowship recognises those members who have rendered meritorious service in advancing the objectives of ANZAM.*

Life Fellowships were presented to Professor Lisa Bradley, Queensland University of Technology, and Associate Professor Terry Sloan, Western Sydney University. (See *Bios*, page 10).

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### Certificate of Recognition to ANZAM 2019 Conference Chair

A Certificate of Recognition and a gift were presented to Dr Stephanie Macht in recognition of her role as 2019 Conference Chair.

## **ANZAM Innovative Management Educator of the Year Award, sponsored by ANZAM**

*This Award aims to recognise and encourage excellence in Management teaching, as well as to provide opportunities for sharing of good teaching practice. The Award consists of a plaque and a full registration for the following year's ANZAM Conference.*

**Winner:** George Shinkle, University of New South Wales

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## **ANZAM Early Career Researcher, sponsored by *European Management Journal***

*To foster and recognise the research and scholarly achievements of emerging researchers who are at an early stage in an academic career. The Award consists of a cash prize of A\$2,500 and a certificate.*

**Winner:** Jeff Shao, Monash University

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## **ANZAM 2019 CASE STUDY COMPETITION**

*The Case Study Competition is aimed at increasing the number of case studies specific to the Australian and New Zealand region. The winner receives one full registration for the following year's ANZAM Conference, and the option to be published on the ANZAM website.*

**Winners:** Tina Westphal, Lynn Chu, Conor O'Kane (all from Otago University)

*Icebreaker's growth challenge: staying true to their roots*

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## **BEST PAPER AWARDS – 2019 CONFERENCE**

### **ANZAM Best Paper Award – sponsored by AUT University Business School**

**Winners:** Amlan Haque (CQUniversity) and Anita Jahid (Western Sydney University)

*Climate Change Belief and Resilience to Climate Change in Bangladesh: Is Leadership Making any Difference?*

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### **ANZAM Best Doctoral Paper Award – sponsored by QUT Business School – Management**

**Joint Winners:**

Luhua Wang and Chris Jackson (University of New South Wales)

*The Face Value of a Venture: How Entrepreneur Facial Characteristics Influence Investor Decisions*

**and**

Maria Khan, Jannine Williams, Penelope Williams, and Erica French (Queensland University of Technology)

*From Heroism to Collegiality in leadership: Is Australian business media representing contemporary leadership*

## EXCELLENCE IN REVIEWING FOR JMO – 2019

- Louis Geneste – Curtin University
- Don Haugh – Access Psychology
- Linda McGuire – Monash University
- Jan Woike - Max Planck Institute for Human Development

## STREAM AWARDS – 2019 CONFERENCE

<p><b>CQUniversity</b> Wicked Solutions to Wicked Problems: The Challenges Facing Management Research and Practice</p>	<p>Corinne Unger Jo-Anne Everingham <b>University of Queensland</b> <i>Insidious risk management through rehabilitation and closure in mining-related businesses</i></p>
<p><b>University of New England</b> <i>Entrepreneurship, Start-Ups and Small Business</i></p>	<p>Luhua Wang Chris Jackson <b>University of New South Wales</b> <i>The Face Value of a Venture: How Entrepreneur Facial Characteristics Influence Investor Decisions</i></p>
<p><b>RMIT University</b> <i>Gender, Diversity and Indigeneity</i></p>	<p>Maria Khan Jannine Williams Penelope Williams Erica French <b>QUT</b> <i>From Heroism to Collegiality in leadership: Is Australian business media representing contemporary leadership</i></p>
<p><b>Australasian College of Health Services Management</b> <i>Health Management and Organisation</i></p>	<p>Jennifer Kosiol Lalitha Kirsnan <b>Griffith University</b> <i>Exploring the barriers and facilitators to social engagement within an Australian intergenerational care program</i></p>
<p><b>University of Southern Queensland</b> <i>Human Resource Management</i></p>	<p>Stefan Quifors <b>Otago Polytechnic</b> Daphne Chan <b>University of Otago</b> Torben Andersen <b>Aarhus University</b> Geoff Duncan <b>Otago Polytechnic</b> <i>The Role of Mentoring in Talent Development Among Subsidiaries of Multinational Enterprises: A Multiple Case Study Approach</i></p>
<p><b>University of South Australia</b> <i>International Management</i></p>	<p>Brendan Boyle <b>University of Newcastle</b> Rebecca Mitchell <b>Macquarie University</b> Stephen Nicholas <b>University of Newcastle</b> Shuming Zhao <b>Nanjing University (China)</b> Elizabeth Maitland <b>Liverpool University (UK)</b> <i>Expatriate Managers from HQ in Foreign Subsidiaries in Times of Change</i></p>

<p><b>Monash University</b> <i>Leadership, Governance and Strategy</i></p>	<p>Dhirendra Mani Shukla <b>Indian Institute of Management Udaipur</b> Amita Mital <b>Indian Institute of Management Lucknow</b> Israr Qureshi <b>Australian National University</b> Taiyuan Wang <b>China Europe International Business School</b> <i>Alliance Portfolios: Interaction Effects of Partner Type Diversity, Tie-strength and Learning Orientation</i></p>
<p><b>University of Wollongong</b> <i>Management Education, Learning and Teaching</i></p>	<p>Christina Scott-Young Sarah Holdsworth Michelle Turner <b>RMIT University</b> <i>Transitioning in and out of university: Student psychological distress and resilience</i></p>
<p><b>University of Tasmania</b> <i>Marketing, Communication and Retail</i></p>	<p>Joowon Janice Ban <b>CQUniversity</b> <i>The effects of eco-service quality (ECOPERF) on behavioural intentions: the mediating role of perceived value and customer satisfaction</i></p>
<p><b>Federation University</b> <i>Organisational Behaviour</i></p>	<p>Hussain Tariq Muhammad Jawad Malik <b>University of Science and Technology of China</b> <i>You're the Butcher or you're the Cattle." Testing a Moderated Mediation Model of When and How Subordinate's Behavior Instigates Abusive Supervision</i></p>
<p><b>Griffith University</b> <i>Processes of Work</i></p>	<p>Poornima Gupta Preeti Goyal <b>Great Lakes Institute of Management, Gurgaon, India</b> <i>Heuristics, herding and prospect bias</i></p>
<p><b>Edith Cowan University</b> <i>Public Sector Management and Not-for-Profit</i></p>	<p>Marie dela Rama <b>UTS</b> Michael Lester <b>Long View Partners</b> <i>Political Corruption, Political Culture and a National Integrity Ecosystem</i></p>
<p><b>Waikato Management School</b> <i>Sustainability and Social Issues in Management</i></p>	<p>Amlan Haque <b>CQUniversity</b> Anita Jahid <b>Western Sydney University</b> <i>Climate Change Belief and Resilience to Climate Change in Bangladesh: Is Leadership Making any Difference?</i></p>
<p><b>Deakin University</b> <i>Technology, Innovation and Supply Chain Management</i></p>	<p>Chen Han <b>Xi'an Jiaotong University</b> <i>Entrepreneurial Orientation and Firm Ambidexterity: Is Knowledge Transfer a Missing link?</i></p>



## BEST STREAM REVIEWERS – ANZAM 2019 CONFERENCE

- Dr Sardana Khan, CQUniversity
  - Associate Professor Shane Scahill, University of Auckland
  - Ms Maegan Baker, University of Sydney/Western Sydney University
  - Professor Elisabeth Wilson-Evered, Victoria University
  - Professor Jane Parker, Massey University
  - Dr Marina Iskhakova, Australian National University
  - Dr Julie Crews, Edith Cowan University
  - Dr Marina Iskhakova, Australian National University
  - Dr Hormoz Ahmadi, Australian Catholic University
  - Ms Georgia Hay, University of Western Australia
  - Dr Ami-Lee Kelly, Commonwealth Bank of Australia
  - Dr Hilal Hurriyet, Western Sydney University
  - Associate Professor Margaret Brunton, Massey University
  - Dr Anna Sekhar, Torrens University Australia
  - Mr Jonathon Mackay, University of Wollongong
  - *Highly Commended:* Professor Alison Sheridan, University of New England
  - *Highly Commended:* Dr Teresa Rose, Athabasca University
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## 2020 ANZAM BOARD

### **President**

Professor Melanie Bryant

### **President Elect**

Professor Kerry Brown

### **Immediate Past President**

Professor Lee Di Milia

### **Representatives for Region 1 - NSW/ACT**

Professor Kevin Lowe

Dr Theresa Smith-Ruig

### **Representatives for Region 2 - VIC/TAS**

Dr Justine Ferrer

Associate Professor Peter Holland

### **Representatives for Region 3 - SA/WA**

Dr Marilyn Clarke (*South Australia*)

Position Vacant (*Western Australia*)

### **Representatives for Region 4 - QLD/NT**

Dr Xiaowen Hu

Professor Ruth McPhail

**Representatives for Region 5 - NZ**

Dr Geoff Plimmer

Associate Professor Sara Walton

**Appointed Doctoral Student Representatives**

Mr Mohammed Khaiata

**JMO Editor-in-Chief**

Associate Professor Tui McKeown

**2019 Conference Chair**

Dr Stephanie Macht

**2020 Conference Chair**

Dr Andrei Lux

**Secretary**

Dr Justine Ferrer

**Treasurer**

Associate Professor Sara Walton

**Executive Officer**

Mrs Anne Anderson

Board contact details can be found at: <http://www.anzam.org/about/board-of-directors/>

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**BIOGRAPHY – NEW LIFE FELLOWS****Professor Lisa Bradley, QUT**

To read Professor Bradley's bio, click on [this link](#).

**Associate Professor Terry Sloan**

To read Associate Professor Sloan's bio, click on [this link](#).

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**33<sup>rd</sup> ANNUAL ANZAM CONFERENCE – PROCEEDINGS**

The Conference Proceedings can be found on the ANZAM website at:

<https://www.anzam.org/past-event-material/past-conference-papers/>

Presentations from both the Keynote Speakers are also available at:

<https://www.anzam.org/past-event-material/conference-keynote-presentations/>

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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.

## 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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### ANZAM ACADEMY OFFICE - CHRISTMAS CLOSURE

The ANZAM Academy Office will be closed from Monday 23 December, reopening in January 2020.

On behalf of the ANZAM Board, I wish all members and their families a safe and happy Festive season.

**Anne Anderson**  
Academy Manager



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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



## JMO Report for ANZAM AGM – December 2019

### Overview of 2019

Just about at the end of 2019 and what a busy year we have had! All [six issues](#) are done and dusted for the year.

Our two special issues were:

1. [Issue 3](#) curated by Brad Jackson is now out and has the rather wonderful title of ‘Take your Lead’: In Search of Very Short, Fairly Interesting, and Reasonably Impactful Contributions to the Future of Leadership Studies
2. Issue 4, on Neurodiversity which is curated by Anna Krzeminska and Charmine Hartel.

Again, a special thank you to all of the teams involved in the huge effort it takes to see these through to publication (including the quiet background work done by our Special Issues Editor, Tim Bentley and Editorial Assistant, Ann Williamson).

Being able to showcase the 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!

### Current Status

As Table 1 shows, we currently have 544 new submissions in the system to JMO since 1 January 2019 and 150 revisions.

**Table 1: Overall Performance Statistics for JMO 01/01/2019 – 14/11/2019/New Manuscripts Only**

Submission Statistics	New	MTD	Prior 12 Months	Monthly Average Prior 12 Months
Research Article	527	26	601	50.1
Book Review	0	0	1	0.1
Case Studies	17	1	20	1.8
<b>Total</b>	<b>544</b>	<b>27</b>	<b>621</b>	

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

See Table 2 for a more complete picture as to what we are really dealing with in relation to total submissions.

**Table 2: Total View of all Submissions to as at 14/11/2019**

<b>Manuscript Type</b>	<b>Original</b>	<b>Revised</b>	<b>Total</b>
Case Study	17	0	17
Research Article	527	150	677
<b>Total</b>	<b>544</b>	<b>150</b>	<b>694</b>

Despite the increase in submissions (nearly 50 papers in the system at present but, as we will see shortly, a large increase in overall submissions that leave us at desk reject stage), Table 3 shows we continue to achieve increases in turnaround on all indicators, from submission through to revision.

A bit of a broken record here but once again, 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**

<b>Journal Statistics</b>	<b>Prior 12 Months</b>	<b>2017/2018 Period</b>
Average days from submission to first decision	44.05	49.6
Average Reviewer turnaround time (days) - Original	24.4	25.1
Average Reviewer turnaround time (days) - Revision	20.6	22.4
Average Time to Assign Reviewer (days) - Original	17.5	30.3
Average Time to Assign Reviewer (days) – Revision	9.1	17.4
Average Days from Submission to Final Decision		45.5

Moving to look just at manuscripts with decisions made since Jan. 1<sup>st</sup> 2019, Table 4 shows that the initial desk reject rate remains at around 88% - but note that the true rate is much higher. This data presented above includes 2 Special Issues which inflated the acceptance rate considerably.

The more accurate figure will come through in Table 9.

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

<b>Manuscript Decision</b>	<b>Number of Manuscripts</b>	<b>Percentage of Total</b>
Accept	61	12.4%
Reject	431	87.6%
<b>Total</b>	<b>492</b>	<b>100%</b>

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 (that 'reject – inappropriate label). These are often for reasons of scope and/or complete lack of adherence to formatting requirements).

Again, the high number of 'immediate rejects' reflects the hard part of the EIC role. Rejecting this number of papers in a way that encourages authors to still think well of JMO means a personal response is needed. It takes time but seems to be working as there is a file of 'thank you emails' from some of these authors – so it is hopefully enhancing the JMO reputation as 'the' place to submit to!

**Figure 1: Final Decisions Since 01/01/2019**

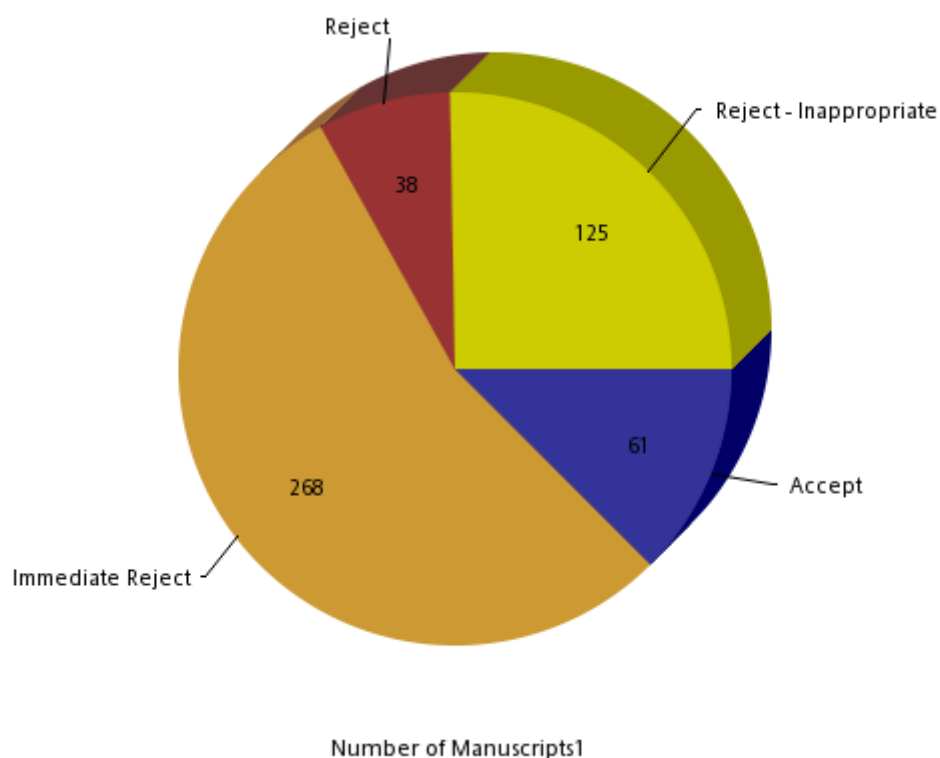


Table 5 provides a breakdown on the original manuscripts submitted since January this year that reflects the increasing turnaround of these submissions – there were also 70 manuscripts decided that were revisions (to add up to that total of 492 shown in Table 4)

**Table 5: Final decisions on Original Manuscripts**

Manuscript Type	Number of Manuscripts	Percentage of Total
Case Study	13	3.1%
Research Article	409	96.9%
<b>Total</b>	<b>422</b>	<b>100%</b>

Table 6 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. Again, it is important to add a note as to the effect Special Issues have on our acceptance rates. 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 393 desk reject letters!).

**Table 6: Decision by Associate Editors**

Editor	Number of Manuscripts	Percentage of Total
Arndt, Felix	3	0.6%
Arun, Korhan	1	0.2%
Ayoko, Oluremi	2	0.4%
Catley, Bevan	3	0.6%
Dadich, Ann	4	0.8%
Farr-Wharton, Benjamin	2	0.4%
Fujimoto, Yuka	6	1.2%
Hartel, Charmine	1	0.2%
Jackson, Brad	10	2.0%
Lux, Andrei	6	1.2%
McKeown, Tui	26	5.3%
O'Kane, Conor	5	1.0%
O'Kane, Paula	6	1.2%
O'Shannassy, Timothy	1	0.2%
Plimmer, Geoff	6	1.2%
Tappin, David	10	2.0%
Walton, Sara	7	1.4%
No Editor	393	79/9%
<b>Summary</b>	<b>492</b>	<b>100%</b>

For a more detailed look at what the Editorial team has been up to, Table 7 shows the accept/reject ratio for each of us (and yes, I do always feel particularly evil when I look at this one as both an AE and that awful 'no editor' person – so this is where those desk rejects come in!).

**Table 7: Accept-Reject Ratio by Editor**

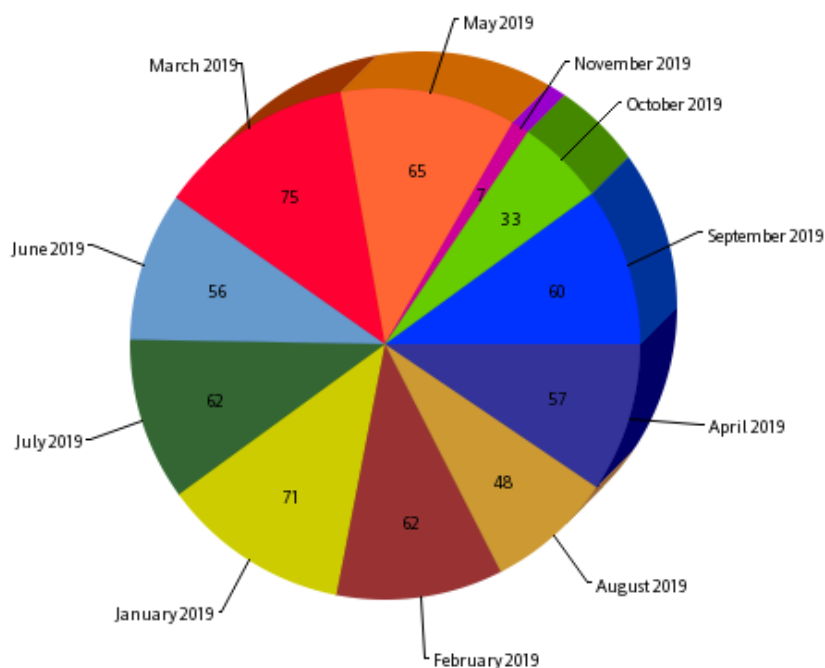
Editor Name	Editor Role Name	Accepted	Accepted %	Rejected	Rejected %	Decided
Arndt, Felix	Associate Editor	1	33.3%	2	66.7%	3
Arun, Korhan	Associate Editor	0	0%	1	100%	1
Ayoko, Oluremi	Associate Editor	1	20%	4	80%	5
Catley, Bevan	Associate Editor	5	100%	0	0%	5
Dadich, Ann	Associate Editor	4	80%	1	20%	5
Farr-Wharton, Benjamin	Associate Editor	2	66.7%	1	33.3%	3
Fujimoto, Yuka	Associate Editor	3	50%	3	50%	6
Hartel, Charmine	Associate Editor	1	100%	0	0%	1
Hermens, Antoine	Associate Editor	2	50%	2	50%	4
Jackson, Brad	Associate Editor	11	100%	0	0%	11
Lux, Andrei	Associate Editor	1	16.7%	5	83.3%	6
McKeown, Tui	Associate Editor	24	75%	8	25%	32
No Editor		0	0%	416	100%	416
O'Kane, Conor	Associate Editor	2	28.6%	5	71.4%	7
O'Kane, Paula	Associate Editor	2	33.3%	4	66.7%	6
O'Shannassy, Timothy	Associate Editor	0	0%	5	100%	5
Plimmer, Geoff	Associate Editor	2	25%	6	75%	8
Tappin, David	Associate Editor	4	30.8%	9	69.2%	13
Walton, Sara	Associate Editor	5	45.5%	6	54.5%	11
<b>Summary</b>		<b>70</b>	<b>12.8%</b>	<b>478</b>	<b>82.2%</b>	<b>548</b>

I've added a new table in this report as there seems to be quite an 'ebb and flow' emerging in the months of submission (we almost drown in some months and get a brief respite in others). Table 8 reveals that this has been the case (am not imagining it after all, thank goodness).

**Table 8: Final Decisions Since 01/01/2019 By Month of Submission**

Submission Month	Number of Manuscripts	Percentage of Total
January 2019	54	11%
February 2019	44	8.9%
March 2019	60	12.2%
April 2019	42	8.5%
May 2019	55	11.2%
June 2019	45	9.1%
July 2019	57	11.6%
August 2019	41	8.3%
September 2019	56	11.4%
October 2019	31	6.3%
November 2019	7	1.4%
<b>Total</b>	<b>492</b>	<b>100.0%</b>

**Figure 2: Final Decisions Since 01/01/2019 By Month of Submission**



The last part of this report is one that really sums up what has been happening with JMO for the year very well. As Table 9 shows, we received papers from 55 countries.



**Table 9: Decision by Country**

Country/Region	Accept	Reject	Total	Accept Ratio
Argentina	0	1	1	0
Australia	16	33	49	36.25
Bangladesh	0	2	2	0
Belgium	1	1	2	50
Bosnia and Herzegovina	0	1	1	0
Brazil	0	6	6	0
Canada	4	5	9	44.44
Chile	0	1	1	0
China	5	104	109	4.59
Cyprus	1	1	2	50
Czech Republic	0	1	1	0
Ecuador	0	1	1	0
Ethiopia	0	1	1	0
Germany	3	1	4	75
Ghana	0	1	1	0
Hong Kong	0	2	2	0
India	0	15	15	0
Indonesia	0	25	25	0
Iran (the Islamic Republic of)	0	37	37	0
Iran, Islamic Republic of	0	1	1	0
Iraq	0	6	6	0
Ireland	0	1	1	0
Israel	1	4	5	20
Italy	0	2	2	0
Japan	0	2	2	0
Jordan	0	3	3	0
Kazakhstan	0	1	1	0
Korea (the Republic of)	0	9	9	0
Lebanon	0	3	3	0
Macao	0	1	1	0
Malaysia	1	7	8	12.5
Mexico	0	1	1	0
Netherlands	1	1	2	50
New Zealand	4	4	8	50
Nigeria	0	2	2	0
Norway	0	2	2	0
Pakistan	5	41	46	10.87
Philippines	0	1	1	0
Poland	0	10	10	0
Portugal	0	6	6	0
Romania	0	1	1	0
Saudi Arabia	0	4	4	0
Serbia	1	1	2	50
Slovenia	0	1	1	0
South Africa	1	2	3	33.33
Spain	3	8	11	27.73
Sri Lanka	0	2	2	0
Sweden	0	4	4	0
Taiwan	2	29	31	6.45
Thailand	0	4	4	0
Turkey	1	16	17	5.88
United Arab Emirates	0	9	9	0

UK	10	14	24	41.67
United States	10	34	44	22.72
Viet Nam	0	2	2	0
<b>Total</b>	<b>70</b>	<b>478</b>	<b>548</b>	<b>12.77</b>

Our current accept ratio for 2019 is 12.77%

Two points to take away from this Table as well as this overall result:

1. We do need to look at the high levels of unsuccessful submissions from particular areas of the world - is this an opportunity for us (as in ANZAM and JMO), to look at and address from an educational perspective on help with paper writing and submission?
2. The accept ratio aligns us with that of much higher ranked journals. While we were not successful in our request to the ABDC to re-rank as an A (and note that there was in fact very little movement in the 1503 code that we are under), we need to start looking at working on the next submission now.

Overall, both are certainly part of the 'look' we need. Engaging our own ANZ academy in more actively citing, publishing with and being part of this future project is going to be important in achieving this next time (the value of hindsight!).

#### Items of Note

- 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 conference in Cairns (and here 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)
- The last item for 2019 is that there will be an exciting change of EIC in early 2020! I (as in Tui) will be stepping aside and it is with great delight that I finish my last Report with the official announcement of Associate Professor Remi Ayoko from UQ Business School as the incoming EIC for JMO. I know that her excitement and enthusiasm will be taking the Journal to new heights and look forward to assisting her in any way possible. Last but not least then, is the almost impossible task of trying to express my gratitude to the wonderful team of AEs, the delightful Ann Williamson as Ed Assistant, the amazing team at CUP, Anne Anderson (as the secret behind ANZAM) and the ANZAM Board who it has been an absolute pleasure to work with over the last 3 years.

*Very warm regards and (it seems too early, but also) Seasons Greetings from:*

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

**Ann Williamson**, Editorial Assistant, Journal of Management & Organization

**November 2019**

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